

1 members, thank you for your time. I stand ready to
2 answer any questions, and I would simply offer that
3 Mr. Coleman doesn't need to testify to anything
4 because Mr. Shaddix has agreed to everything that's
5 in those documents. I didn't want to waste your time
6 with it. So thank you, and I yield, Mr. Chair.

7 CHAIR CHIU: Thank you, Mr. Hahn.

8 Mr. Shaddix?

9 RESPONDENT SHADDIX: I'd just like to
10 reiterate that Mr. Hahn's conflating fines that are
11 due to the court with the retainer. You heard
12 Ms. Britz's testimony that the retainer fees that she
13 deals with is \$250 or in excess. Mr. Coleman never
14 paid \$250 to the law office to handle two traffic
15 tickets. He paid \$50. Now, possibly he paid a
16 hundred dollars total for the two of them. My
17 records don't indicate that.

18 Whatever fines he owed to the traffic court
19 have nothing to do with my law firm. They certainly
20 didn't go into my pocket. And for Mr. Hahn to sit
21 there and try and say, well, the total is more like a
22 thousand dollars when the Las Vegas Justice Court is
23 the one that takes those fines and that payment, not
24 my law office. So I wasn't eligible to go ahead and
25 go through the fee dispute resolution, unfortunately.

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Elizabeth A. Brown
Clerk of Supreme Court

1 As far as working out the payment plan, it's
2 pretty clear that I did contact Miss Watson, and
3 that's what led to our emails back and forth when we
4 were trying to work out a payment plan. I tried to
5 explain to her that I was not currently in practice,
6 therefore, I was going through severe financial
7 hardship, would need some additional time for that,
8 and that at the same time that would obviate the need
9 for a mentor because what would they oversee after
10 all.

11 I'm sure Mr. Hahn is not far off. I'm sure
12 there are a lot of attorneys that have been out here
13 more than ten years and are in good standing, have
14 never been brushed up against the Bar at all, and
15 unfortunately I don't know a whole lot of them. And
16 perhaps that speaks more to the type of law that I
17 practice, you know, criminal defense, especially as a
18 solo practitioner, it's a different kind of animal.

19 I've worked in a large law firm very briefly
20 when I first moved out here, and it's been solo ever
21 since. We're kind of different animals. So I
22 understand Mr. Hahn for not, you know, being privy to
23 that type of world and thinking that anyone who's had
24 some type of brush with the State Bar is, you know,
25 not fit to go ahead and be a mentor. I don't see it

1 that way. I think people do make mistakes from time
2 to time, some of us much more often than others.

3 We have different challenges in our practice
4 being a solo practitioner without having the
5 staffing, having the underlying support, having
6 additional attorneys in your office to go ahead and
7 handle all the matters. I understand that's not
8 anyone's concern, and that, you know, the
9 responsibility falls at the foot of the practitioner
10 at the end of the day of what they can handle.

11 Mr. Hahn's right. I have been worn down by,
12 you know, dealing with these types of matters, not
13 having the support that I have, as well as the last
14 18 months, which I think have been rough for
15 everybody, but particularly for someone in my
16 position. That's basically been the beginning of the
17 end.

18 Now, I see light at the end of this tunnel,
19 and I know that I can rectify this. I don't see how
20 anyone would be prejudiced to grant an additional 30
21 or 60 days, we could even do shorter, two weeks type
22 thing to go ahead and monitor me. And if I'm not
23 satisfactorily progressing towards the realization
24 and the fulfillment of all of these obligations,
25 which, by the way, I was given until May of 2022, and

1 so if Mr. Coleman is not prejudiced by waiting until
2 May of 2022, then I fail to see how the State Bar is
3 harmed in any way by giving a few more additional
4 weeks, if not months, to go ahead and again recover
5 its costs for both the court costs and for everyone's
6 time, for the recorder, and to allow Mr. Coleman to
7 go ahead and work something out with me as well.

8 Now, if it's Mr. Hahn's assertion that I can
9 go ahead and go through the fee dispute arbitration,
10 then I will set it up that way as well, although I
11 don't think that it's eligible, but if Ms. Britz
12 would like to go ahead and take it on, or rather I
13 need to go back before the state Supreme Court and
14 have them order that that's what's to happen, then I
15 will certainly do so.

16 Frankly I don't know if Mr. Coleman has any
17 interest in going forward on any of this anymore,
18 because I think he'd be the first one to admit that
19 he paid \$50. And, in fact, I guarantee that I have
20 credit card transactions that would back that up.
21 Unfortunately I missed it in reading that document
22 because, as I said, I figured with the amounts that
23 were involved, the amount that he allegedly paid to
24 the courts for the court fines, which is what's
25 referenced in some of that documentation there, was

1 irrelevant.

2 So I think that -- I understand that there
3 should be a punishment, and if additional type of
4 restrictions should be put into place, then I'd
5 certainly welcome those. Unfortunately right now I
6 have very limited options until my new contract
7 possible position would open up in January, but that
8 is the first of the year; and again that would go
9 ahead and solve both the financial problems as well
10 as the mentor problems that are provided right now,
11 and I believe that would only leave the last
12 violation with a questionable fee arbitration, which
13 I'm more than happy to submit to, but again did not
14 believe that it was eligible to do so.

15 Again, when this conditional plea was
16 crafted, as I said, this is basically a year ago
17 after a year of back and forth with prior Bar
18 Counsel, and so unfortunately some of these terms
19 should become moot just by the operation of time and
20 the changing nature of my practice, which does not
21 exist anymore, despite there may be a website up
22 there out there somewhere claiming to be Traffic
23 Ticket Defenders.

24 I have no idea if that's me. I built up
25 quite a name over 15 years. I don't know who's

1 answering those phone numbers. Miss Watson didn't
2 indicate that anyone was. But it could be a mirror
3 website. It could have been someone has taken over
4 that and it feeds into their phone system at this
5 point. I don't know. I should -- Mr. Hahn is
6 correct when he says I should be more diligent in
7 getting to the bottom of that and seeing if something
8 is still active out there.

9 But other than that all I can do is try and
10 attempt to move forward to make things right for all
11 the parties involved and to avoid the situation ever
12 again in the future. But unfortunately I cannot do
13 that if I am suspended immediately and not given the
14 chance to go ahead and rectify this. And that's all
15 I have. Thank you all for your time.

16 CHAIR CHIU: Thank you, Mr. Shaddix.

17 Anything further from anyone?

18 Okay. Then, Ms. Del Rio, if you could throw
19 us into a breakout room, I would appreciate it.

20 (A recess was taken.)

21 CHAIR CHIU: All right. It looks like we're
22 all back. Debbie, and, by the way, it's good to see
23 you, as always. Are we back on the record?

24 THE REPORTER: Yes.

25 CHAIR CHIU: Perfect. Thank you. So the

1 three of us obviously have convened amongst ourselves
2 and unanimously we found the following positions:
3 You know, look, we're in a situation here where a
4 conditional guilty plea was signed off, and as an
5 attorney, I, and like all of, you know, every
6 attorney I've ever met, including, you know, day one
7 of law school when you're in contracts, right, you
8 read everything that's put in front of you. And if
9 something's not correct, you raise your hand, right.
10 You're not going to sign off, as people say "sign
11 your life away" without reading a contract.

12 Are there contracts of adhesion or when you
13 go with Apple or one of these folks that have a 50
14 million page, you know, little small letter agreement
15 that some of us skim over and might not read? Yes,
16 that occurs, but, you know, a document such as a
17 guilty plea, or a conditional guilty plea will be
18 read with a fine-toothed comb, quite frankly. So I
19 take the items within that conditional guilty plea as
20 facts, plain and simple.

21 You know, we have a number of issues here
22 that I want to throw out there. So one, you know,
23 within that conditional guilty plea we have that
24 retainer agreement, you know, of \$425. So I take
25 that as fact. But beyond that, that monetary

1 threshold that we talked about, even if that didn't
2 exist, we have a Supreme Court order that indicates
3 that I am to, you know, take part in that program,
4 plain and simple.

5 You know, if the Supreme Court tells me to
6 jump, I don't ask questions, I start jumping. I
7 don't ask how high, I don't ask a thing, I just start
8 jumping until I'm told otherwise or until that's
9 actually ordered to stop. So without a doubt, I, and
10 the rest of the panel members, and they will also of
11 course have their moments, find a breach there.

12 As far as the mentor issue, this was
13 shocking, to say the least. You know, to say that,
14 you know, most members of the criminal defense bar
15 that you know do have some sort of disciplinary
16 action is upsetting to hear. You know, that might
17 mean you need to open your circles a little bit more.
18 But, you know, quite frankly the folks that I know
19 within that particular defense bar are extremely
20 respectful and haven't had, you know, disciplinary
21 actions against them. It's difficult to throw a
22 whole group in with that because we have a very
23 honorable Bar, and that's, you know, that's difficult
24 to hear.

25 Also, the final issue, and so obviously we

1 find a breach there as well. And with that final
2 issue regarding the payment of costs, you heard me
3 during my questioning. If we're talking about
4 allocations or if we're talking about payment plans,
5 look, we know how much we're actually negotiating to
6 pay on those four installments. I have a hard time
7 believing that it wasn't given to you, Mr. Shaddix,
8 in the fact that, look, you know, okay, yeah, I'll
9 pay X amount this month but it's all kind of up in
10 the air.

11 No, if I'm agreeing to pay an amount or if
12 I'm starting to talk payment plans, I know to the
13 penny what I'm going to be paying. There's no way
14 around that. I'm not going to start saving money not
15 knowing what the final outcome will be. I'm not
16 going to start paying that money without knowing what
17 the final outcome will be, what that final amount
18 will be. So I obviously, and rest of the panel, have
19 found as well a breach there.

20 So we found a breach in all three of the
21 alleged breaches. We have now found them as
22 breaches. I will turn the mic over to Miss Sarafina
23 and then Miss Hanson, but, you know, those are my
24 findings and I'll pass the mic over to the rest of my
25 esteemed panel.

1 PANEL MEMBER SARAFINA: Thanks, Andy. Just
2 I reiterate and echo everything that Andy said. I
3 just want to say that I am sensitive to any kind of
4 due process concerns. We didn't have a ton of
5 evidence today before us regarding the amount of the
6 costs that were due to the State Bar for the hearing
7 and whatnot, but there's a simple solution to that,
8 and all you had to do was just ask.

9 And I found that to be the case of most of
10 the things that Mr. Shaddix raised with regard to
11 reasons why the terms of the conditional guilty plea
12 weren't followed. The fee dispute threshold issue,
13 again to Andy's point, if the Supreme Court tells me
14 I'm supposed to participate in this binding fee
15 arbitration committee, I'm not going to first look to
16 see what the jurisdictional amount threshold amount
17 is, I'm just going to go ahead and apply and submit
18 my stuff to the program. If they deny me, that's
19 fine, and I'll deal with that at that point, but at
20 least I've done my part in trying to fulfill that
21 obligation that was placed upon me by the Supreme
22 Court.

23 The mentor issue also, I mean, I understand
24 that there's difficulties in curating for the State
25 Bar a roster of mentors, but as a State Bar member,

1 there are so many different sections, there are a
2 multitude of opportunities for networking. And for
3 someone who only knows a few attorneys that all have
4 discipline, I would suggest, again, that there are
5 other people within your practice area that could
6 have been suited.

7 And again if you felt that -- if you knew
8 that you weren't practicing law, Mr. Shaddix, but not
9 everybody was aware of that fact, so again if you're
10 concerned about this issue, this term of the
11 conditional guilty plea not really being relevant,
12 that was a discussion you could have also had.

13 So again I felt like all of the reasons why
14 you haven't complied with the order were all
15 something that you could have addressed with
16 communication, proper communication to the State Bar.
17 So that's kind of my take on it.

18 CHAIR CHIU: Thank you, Jen. And, Anne,
19 please.

20 PANEL MEMBER HANSON: Yeah, I don't have
21 much to add, Mr. Shaddix, but, you know, your
22 reasons, I'm a layperson, and so even from my
23 perspective the reasons that you didn't communicate
24 with the State Bar and that you didn't follow up and
25 you didn't take appropriate action were not

1 compelling. And so I concur, as a layperson, with
2 what my other panelists have said and agree
3 wholeheartedly with that decision.

4 CHAIR CHIU: And those are our findings.
5 Any questions? Mr. Hahn, please.

6 MR. HAHN: Yes. Thank you, Chair. I just
7 want our record to be crystal, if I may inquire of
8 the panel. So the panel found that the State Bar has
9 proved to clear and convincing evidence the breach
10 involving the fee dispute, the mentoring, and the
11 costs; am I correct?

12 CHAIR CHIU: Unanimously, Mr. Hahn.

13 MR. HAHN: Very well. And then the second
14 inquiry I have is does the panel recommend to our
15 Supreme Court a lifting of the stay of execution of
16 suspension, in other words they invoke the
17 suspension?

18 CHAIR CHIU: That is most certainly correct,
19 Mr. Hahn.

20 MR. HAHN: Very well. Then the last
21 question I have, Chair, is is that does the Chair and
22 panel also concur to impose costs of this proceeding
23 today, according to Supreme Court Rule 120(1)?

24 CHAIR CHIU: That is correct, Mr. Hahn. So
25 ordered.

1 MR. HAHN: Very well. I will have an order
2 prepared shortly, and I'll draft -- I'll send a copy
3 to Mr. Shaddix for his review, and then we will push
4 it to you, Chair. Thank you for your time. And,
5 members of the panel, thank you for your time.

6 CHAIR CHIU: Thank you, Mr. Hahn. Thank
7 you, everyone.

8 (Thereupon the proceedings
9 were concluded at 12:24 p.m.)

10 * * * * *

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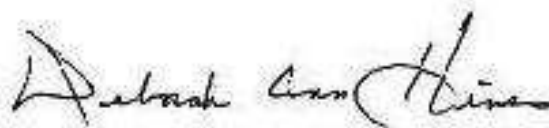
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STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD

THOMAS S. SHADDIX, ESQ.

File No: PR-21-0540

FORMAL HEARING
December 17, 2021 @ 9:00 a.m. via ZOOM

INDEX OF DOCUMENTS

DOCUMENT	PAGE NOS.
Order Appointing Hearing Panel Chair Filed October 11, 2021	SBN 001-002
Notice of Telephonic Initial Case Conference Filed October 19, 2021	SBN 003-004
Scheduling Order Filed October 22, 2021	SBN 005-008
Sate Bar's Initial Summary of Evidence and Disclosure of Witnesses for Formal Hearing Filed October 25, 2021	SBN 009-012
Order Appointing Formal Hearing Panel Filed November 15, 2021	SBN 013-014
Notice of Formal Hearing Filed November 17, 2021	SBN 015-016
Order After Pre-Hearing Conference Filed December 6, 2021	SBN 017-019

PANEL

Andrew Chiu, Esq., Panel Chair
Jen Sarafina, Esq., Panel Member
Anne Hanson, Lay Member

Bruce C. Hahn, Esq.
Assistant Bar Counsel

Thomas Shaddix, Esq.
Respondent

Sonia Del Rio
Hearing Paralegal



FILED

OCT 11 2021

STATE BAR OF NEVADA

BY: [Signature]
OFFICE OF BAR COUNSEL

Case No.: PR21-0540

STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,

Complainant,

vs.

THOMAS S. SHADDIX, ESQ.,

NV BAR NO. 7905

Respondent.

ORDER APPOINTING HEARING
PANEL CHAIR

IT IS HEREBY ORDERED that the following member of the Southern Nevada Disciplinary Board has been designated and as the Hearing Panel Chair.

1. Andrew Chiu, Esq.,

Dated this 5th day of October, 2021.

SOUTHERN NEVADA DISCIPLINARY BOARD

By: Russell E. Marsh
Russell E. Marsh (Oct 5, 2021 12:01 PDT)

Russell E. Marsh, Esq.
Nevada Bar No. 11198
Chair, Southern Nevada Disciplinary Board

1 **CERTIFICATE OF SERVICE**

2 The undersigned hereby certifies a true and correct copy of the **ORDER APPOINTING**
3 **HEARING PANEL CHAIR** was deposited electronically to:

- 4 1. Andrew Chiu, Esq. (Panel Chair): Andrew.chiu@aig.com
5 2. Thomas Shaddix, Esq. (Respondent): shaddixts@ticketdefenders.net; thomas@shaddixlaw.com
6 3. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

7
8 DATED this 11th day of October 2021.

9 *Sonia Del Rio*

10 _____
11 Sonia Del Rio an employee of
12 the State Bar of Nevada.
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Case No. PR21-0540



FILED

OCT 13 2021

STATE BAR OF NEVADA
BY: *[Signature]*
OFFICE OF BAR COUNSEL

STATE BAR OF NEVADA

SOUTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,
Complainant,

vs.

THOMAS S. SHADDIX, ESQ.,
Nevada Bar No. 7905,

Respondent.

**NOTICE OF TELEPHONIC INITIAL
CASE CONFERENCE**

PLEASE TAKE NOTICE, the telephonic Initial Case Conference in the above-entitled matter is set for **October 18, 2021, at 9:00 a.m.** The State Bar conference call number is 1-877-594-8353, participant passcode is 46855068#.

Dated this 13th day of October 2021.

STATE BAR OF NEVADA
Daniel M. Hooge, Bar Counsel

Bruce Hahn

Bruce C. Hahn, Assistant Bar Counsel
3100 W. Charleston Boulevard, Suite 100
Las Vegas, Nevada 89102
(702) 382-2200
Attorney for Complainant

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CERTIFICATE OF SERVICE

The undersigned hereby certifies a true and correct copy of the foregoing
NOTICE OF TELEPHONIC INITIAL CASE CONFERENCE was served
electronically to:

1. Andrew Chiu, Esq. (Panel Chair): andrew.chiu@aig.com
2. Thomas Shaddix, Esq. (Respondent): shaddix@ticketdefenders.net;
thomas@shaddixlaw.com
3. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

Dated this 13th day of October 2021.

Sonia Del Rio
Sonia Del Rio, an employee
of the State Bar of Nevada

1 Case No. PR21-0540



FILED

OCT 22 2021

STATE BAR OF NEVADA

BY

OFFICE OF BAR COUNSEL

STATE BAR OF NEVADA

SOUTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,
Complainant,

vs.

THOMAS S. SHADDIX, ESQ.,
Nevada Bar No. 7905,

Respondent.

SCHEDULING ORDER

Pursuant to Rule 17 of the Disciplinary Rules of Procedure, the Hearing Chair Andrew Chiu, Esq., met **telephonically** with Bruce C. Hahn, Esq., Assistant Bar Counsel, on behalf of the State Bar of Nevada, and Respondent Thomas S. Shaddix, Esq. ("Respondent") *pro se* on 10/18/21 at 9:00 a.m. to conduct the initial conference in this matter. Initial disclosures, discovery issues, and event dates to include a Formal Hearing date were discussed during the Initial Conference.

During the Initial Conference, the parties agreed to the following:

1. All documents may be served electronically, unless otherwise required by the Nevada Supreme Court Rules.

///

///

2. State Bar of Nevada's initial disclosures shall be served on or before October 25, 2021.

3. Respondent will provide initial disclosures which shall be served on or before 11/04/21. Such disclosures shall to the extent applicable, comply with NRCP 16.1(a)(1).

4. At or before **November 30, 2021 at 10:00 a.m.**, the parties shall meet telephonically to discuss the final list of hearing exhibits, identified numerically by the State Bar and alphabetically by Respondent, and a list of all witnesses the party intends to call to testify at the Formal Hearing.

5. The parties shall meet with Chair Chiu on **December 3, 2021, at 11:30 a.m.** telephonically for the Pre-hearing Conference. The telephonic "call in" information will be provided by the State Bar in advance. Pursuant to Rule 23 of the Disciplinary Rules of Procedure, at the Pre-hearing conference (i) the parties shall discuss all matters needing attention prior to the hearing date, (ii) the Chair may rule on any motions or disputes including motions to exclude evidence, witnesses, or other pretrial evidentiary matter, and (iii) the parties shall discuss and determine stipulated exhibits proffered by either bar counsel or respondent as well as stipulated statement of facts, if any.

6. The hearing for this matter shall be set for one half-day, to wit **December 17, 2021**, starting at **9:00 a.m.** and shall take place via simultaneous audio/visual communication, (Zoom AV platform) unless otherwise directed by the Chair.

7. The Findings of Fact, Conclusion of Law, and Recommendation or Order in this matter shall be due on or about **January 17, 2022**.

8. The parties stipulate to waive SCR 105(2)(d) so that the remaining hearing panel members may be appointed more than 45 days prior to the scheduled hearing.

///

1 Based on the parties' verbal agreement to the foregoing during the telephonic Initial
2 Conference and good cause appearing, IT IS SO ORDERED.

3 Oct 22, 2021
4 Dated this ____ day of October, 2021.

5 Andrew Chiu

6 Andrew Chiu (Oct 22, 2021 08:40 PDT)

7 Andrew A. Chiu, Esq.
8 Formal Hearing Panel Chair
9 SOUTHERN NEVADA DISCIPLINARY BOARD
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1 **CERTIFICATE OF SERVICE**

2 The undersigned hereby certifies a true and correct copy of the **SCHEDULING ORDER**
3 was deposited electronically to:

- 4 1. Andrew Chiu, Esq. (Panel Chair): Andrew.chiu@aig.com
5 2. Thomas Shaddix, Esq. (Respondent): shaddixts@ticketdefenders.net; thomas@shaddixlaw.com
6 3. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

7
8 DATED this 22nd day of October 2021.

9 Sonia Del Rio
10 Sonia Del Rio an employee of
11 the State Bar of Nevada.
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Case No.: PR21-0540



STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,)
)
Complainant,)
vs.)
THOMAS S. SHADDIX, ESQ.,)
Bar No. 7905)
Respondent.)

**STATE BAR’S INITIAL SUMMARY
OF EVIDENCE AND DISCLOSURE OF
WITNESSES FOR FORMAL HEARING**

PLEASE TAKE NOTICE that the following is an initial list of witnesses and initial summary of evidence which may be offered against Respondent at the time of the Formal Hearing, in the above-entitled complaint.

A. Documentary Evidence

The documents identified below are enclosed with this Disclosure and marked with Bates Numbers SBN 001-SBN 054.

1. Any and all documentation contained in the State Bar of Nevada’s files previously disclosed under prior cases OBC19-1270 & OBC20-0249 one or both which underlie this matter.
 2. Any and all documentation contained in records of the State Bar of Nevada regarding Respondent’s licensure, compliance with reporting requirements, and disciplinary history.
- The State Bar reserves the right to supplement this list, as necessary.

Exhibit #	Document	Bates No.
1.	State Bar Hearing Packet – to be produced prior to hearing.	n/a
2.	Affidavit of Prior Discipline, if any – to be produced at the hearing.	n/a
3.	Probation Violation Report 9/22/21 with ‘Sub-Exhibits’ 1-4	SBN 001-046
4	Email to Respondent 5/14/21	SBN 047-048
5	Certified Mail Receipts 8/24/21	SBN 049
6	‘Probation Checklist’	SBN 050
7	‘Mentoring Agreement’	SBN 051-053
8	Attorney CLE Credits Report	SBN 054

The State Bar incorporates by reference all documents identified by Respondent in this matter.

B. Witnesses

1. Respondent may testify about his correspondence and phone contact with the State Bar of Nevada following the Supreme Court order of May 14, 2021 in No. 82632.

2. State Bar Hearing Administrator Louise Watson may testify about her correspondence and conversation content with the Respondent at any time following the Supreme Court order of May 14, 2021 in No. 82632.

3. State Bar employee Cathi Britz may testify about not receiving any correspondence or contact from Respondent regarding Fee Dispute resolution.

4. Former client Gary Coleman may testify about restitution efforts made.

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1 5. A staff member in the Office of Bar Counsel and/or Continuing Legal Education
2 may be called to testify regarding other records obtained by the State Bar of Nevada as well
3 as Respondent's CLE, discipline and licensure history.

4 The State Bar of Nevada reserves the right to supplement this disclosure.

5
6 DATED this 25 day of October 2021.

7
8 **STATE BAR OF NEVADA**
9 Daniel M. Hooge, Bar Counsel

10 *Bruce Hahn*

11 By: _____
12 Bruce C. Hahn, Assistant Bar Counsel
13 Nevada Bar No. 5011
14 3100 W. Charleston Blvd., #100
15 Las Vegas, NV 89102
16 (702) 382.2200
17 Attorney for State Bar of Nevada
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CERTIFICATE OF SERVICE

The undersigned hereby certifies a true and correct copy of the **STATE BAR’S INITIAL SUMMARY OF EVIDENCE AND DISCLOSURES OF WITNESSES FOR FORMAL HEARING** was deposited electronically to:

1. Thomas Shaddix, Esq. (Respondent): shaddixts@ticketdefenders.net; thomas@shaddixlaw.com
2. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

DATED this 25th day of October 2021.

Sonia Del Rio
Sonia Del Rio an employee of
the State Bar of Nevada.



FILED

NOV 15 2021

STATE BAR OF NEVADA

BY: [Signature]
OFFICE OF BAR COUNSEL

Case Nos: PR21-0540

**STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD**

STATE BAR OF NEVADA,

Complainant,

vs.

THOMAS SHADDIX, ESQ.

NV BAR No. 7905

Respondent.

**ORDER APPOINTING
FORMAL HEARING PANEL**

IT IS HEREBY ORDERED that the following members of the Southern Nevada Disciplinary Board have been designated as members of the formal hearing panel in the above-entitled action. The hearing will be convened on the 17th day of December, 2021 starting at 9:00 a.m. via Zoom Video Conferencing.

1. Andrew Chiu, Esq., Chair;
2. Jen Sarafina, Esq.
3. Anne Hanson, Laymember

DATED this 15 day of November, 2021.

SOUTHERN NEVADA DISCIPLINARY BOARD

By: Christopher Lalli
Christopher Lalli (Nov 15, 2021 12:05 PST)
Christopher Lalli, Esq.
Nevada Bar No.5398
Vice-Chair, Southern Nevada Disciplinary Board

1 **CERTIFICATE OF SERVICE**

2 The undersigned hereby certifies a true and correct copy of the **ORDER APPOINTING**
3 **FORMAL HEARING PANEL** was deposited electronically to:

- 4 1. Andrew Chiu, Esq. (Panel Chair): Andrew.chiu@aig.com
5 2. Jen Sarafina, Esq. (Panel Member): jsarafina@kzalaw.com
6 3. Anne Hanson (Panel Lay Member): 2555aspen@gmail.com; ahanson@gvgrovery.com
7 4. Thomas Shaddix, Esq. (Respondent): shaddixts@ticketdefenders.net; thomas@shaddixlaw.com
8 5. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

9
10 DATED this 15th day of November 2021.

11 *Sonia Del Rio*
12 _____
13 Sonia Del Rio an employee of
14 the State Bar of Nevada.
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FILED

NOV 17 2021

STATE BAR OF NEVADA

BY: [Signature]
OFFICE OF BAR COUNSEL

Case No.: PR21-0540

**STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD**

STATE BAR OF NEVADA,)
)
Complainant,)
vs.)
)
THOMAS SHADDIX, ESQ.,)
NEVADA BAR No. 7905)
)
Respondent.)

NOTICE OF FORMAL HEARING

PLEASE TAKE NOTICE that the formal hearing in the above-entitled action has been scheduled for **one day on December 17, 2021, at the hour of 9:00 a.m.** The hearing will be conducted via Zoom. The parties have stipulated to the hearing date set forth above.

Please be further advised that you are entitled to be represented by counsel, to cross-examine witnesses, and to present evidence.

DATED this 17 day of November 2021.

STATE BAR OF NEVADA
Daniel M. Hooge, Bar Counsel

By: Bruce Hahn
Bruce C. Hahn, Assistant Bar Counsel
Nevada Bar No. 5011
3100 W. Charleston Blvd, Ste. 100
Las Vegas, Nevada 89102
Phone: (702) 382-2200

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1. Andrew Chiu, Esq. (Panel Chair): Andrew.chiu@aig.com
2. Jen Sarafina, Esq. (Panel Member): jsarafina@kzalaw.com
3. Anne Hanson (Panel Lay Member): 2555aspens@gmail.com; ahanson@gvgrovery.com
4. Thomas Shaddix, Esq. (Respondent): shaddixts@ticketdefenders.net; thomas@shaddixlaw.com
5. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

Sonia Del Rio

Sonia Del Rio an employee of
the State Bar of Nevada.

Case No. PR21-0540



FILED

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STATE BAR OF NEVADA

BY: 
OFFICE OF BAR COUNSEL

**STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD**

STATE BAR OF NEVADA,)
Complainant,)
)
vs.)
)
THOMAS S. SHADDIX, ESQ.,)
Bar No. 7905,)
)
Respondent.)
)

**ORDER AFTER
PRE-HEARING CONFERENCE**

Pursuant to Rule 23 of the Disciplinary Rules of Procedure ("DRP"), Hearing Panel Chair Andrew Chiu, Esq., met via telephone conference with Bruce Hahn, Esq., Assistant Bar Counsel on behalf of the State Bar of Nevada ("SBN"), and Sonia Del Rio, SBN Hearing Paralegal on December 3, 2021 at 11:30 am to conduct the noticed Pre-Hearing Conference ("PHC"). The *pro se* Respondent did not appear. Neither the Chair, nor the State Bar received notice from the Respondent of any scheduling difficulty or unavailability.

PRE-HEARING CONFERENCE SUMMARY

The following points were offered and addressed as follows:

1. The SBN reported its readiness for the scheduled Formal Hearing for December 17, 2021 at 9:00 am. The SBN reported that it met telephonically with the Respondent on November 30, 2021 as directed in the Scheduling Order filed October 22, 2021.

2. Chair Chiu granted the SBN's oral motion to pre-admit SBN Exhibits 3-8 as proffered and served in the State Bar's Initial Disclosures filed October 25, 2021 based upon good cause appearing and no advance written objection being filed by the Respondent. DRP 22, 29.

Dated this 6 day of December 2021.

Andrew Chiu

Andrew Chiu (Dec 6, 2021 11:17 PST)

Andrew Chiu, Esq.
Formal Hearing Panel Chair
Southern Nevada Disciplinary Board

Submitted By:
STATE BAR OF NEVADA
Daniel M. Hooge, Bar Counsel

By: *Bruce Hahn*

Bruce Hahn, Asst. Bar Counsel (5011)
3100 W. Charleston Boulevard, Suite 100
Las Vegas, Nevada 89102
(702) 382-2200
Attorney for State Bar of Nevada

1 **CERTIFICATE OF SERVICE**

2 The undersigned hereby certifies a true and correct copy of the **ORDER AFTER PRE-**
3 **HEARING CONFERENCE** was deposited electronically to:

- 4 1. Andrew Chiu, Esq. (Panel Chair): Andrew.chiu@aig.com
5 2. Thomas Shaddix, Esq. (Respondent): shaddixts@ticketdefenders.net; thomas@shaddixlaw.com
6 3. Bruce Hahn, Esq. (Assistant Bar Counsel): bruceh@nvbar.org

7
8 DATED this 6th day of December 2021.

9 Sonia Del Rio
10 Sonia Del Rio an employee of
11 the State Bar of Nevada.
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DECLARATION OF SONIA DEL RIO

CUSTODIAN OF RECORDS

SONIA DEL RIO, under penalty of perjury, being first duly sworn, declares and says as follows:

1. That Declarant is employed as a Hearing Paralegal for the Office of Bar Counsel of the State Bar of Nevada and in such capacity is the custodian of records for the State Bar of Nevada;
2. That Declarant has reviewed the State Bar of Nevada membership records regarding Respondent Thomas S. Shaddix, Nevada Bar number 7905, and has verified that he was first licensed to practice law in the State of Nevada on October 5, 2001.
3. That Declarant has reviewed the State Bar of Nevada membership records and confirmed Respondent is Active.
4. That Declarant has reviewed the State Bar of Nevada discipline records regarding Respondent and has verified that he has the following prior discipline:
 - a. Letter of Private Reprimand, Filed 3/12/07 for RPC 5.5(1) and RPC 8.1(b).
 - b. Public Reprimand, Filed 6/6/11 for RPC 1.3, RPC 1.4, and RC 8.1(b).
 - c. Public Reprimand, Filed 7/10/14 for RPC 1.4 and RPC 8.1(b).
 - d. Order Approving Conditional Guilty Plea, Filed 5/14/21 for RPC 1.4, RPC 1.15, RPC 5.3, and RPC 8.1.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on this 17th day of December, 2021.

Sonia Del Rio

Sonia Del Rio
Hearing Paralegal

FILED

MAR 12 2007

Elizabeth C. Boucman
STATE BAR OF NEVADA

Case No. N06-16-1032

STATE BAR OF NEVADA

NORTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,

Complainant,

vs.

THOMAS S. SHADDIX, ESQ.,

Respondent.

**FINDINGS OF FACT, CONCLUSIONS
OF LAW, DECISION AND ORDER**

THIS MATTER came before a designated Formal Hearing Panel of the Northern Nevada Disciplinary Board (the "Panel") for hearing on February 26, 2007. The Panel consisted of Dan R. Reaser, Esq., Chairman, Lay-member Judy Southard, Shelly T. O'Neill, Esq., G. David Robertson, Esq., and Jill Greiner, Esq. The State Bar of Nevada (the "State Bar") appeared and was represented by Assistant Bar Counsel, Glen M. Machado, Esq. The Respondent, Thomas S. Shaddix, Nevada State Bar No. 7905 (the "Respondent" or "Mr. Shaddix") appeared telephonically *in propria persona*.

FINDINGS OF FACT

Based upon the pleadings filed, the documentary evidence admitted as Hearing Exhibits 1 through 5, and the testimonial evidence of the Respondent presented at the hearing in these proceedings, the Panel makes Findings of Fact as follows:

1. The Respondent is an attorney licensed to practice law in the state of Nevada whose principal office for the practice of law is located at 3235 South Eastern Avenue, in the city of Las Vegas, county of Clark. See Hearing Exhibit 1, at 0001, lines 11-12 & 21-22, State Bar of Nevada v. Thomas S. Shaddix, Case No. N06-16-1032, *Complaint* at 1 (filed Aug. 28, 2006)(the

1 “Complaint”); Hearing Exhibit 1, at 0009, lines 1-4 & 1-21, State Bar of Nevada v. Thomas S.
2 Shaddix, Case No. N06-16-1032, *Response to Complaint* at 1 (filed Oct. 16, 2006)(the
3 “Answer”).

4
5 2. Mr. Shaddix was admitted to practice law in Nevada in 2002. Prior to the
6 proceedings in this case, the Respondent has not been the subject of any prior instances of
7 private or public discipline by the State Bar of Nevada. *See State Bar of Nevada v. Thomas S.*
8 *Shaddix*, Case No. N06-16-1032, *Transcript of Proceedings* (dated Feb. 26, 2007)(the “Hearing
9 Transcript”).

10
11 3. On or about May 2, 2006, Mr. Shaddix was transferred by order of the Supreme
12 Court of Nevada to inactive status for failure to comply with the continuing legal education
13 requirements of SCR 205 to SCR 215. The Court’s action followed notices and warnings to Mr.
14 Shaddix. *See Hearing Exhibit 4*.

15
16 4. On or about May 23, 2006, the Clerk of the Justice and Municipal Court of
17 Carson Township (the “Justice Court”) submitted a grievance letter to the State Bar of Nevada
18 concerning certain statements, representations and tactics of Mr. Shaddix in connection with the
19 Respondent’s defense of a client who had received a speeding ticket (the “Traffic Case”). *See*
20 Hearing Exhibit 2 (Letter to State Bar of Nevada from Jim R. Snyder (dated May 23, 2006)(the
21 “Grievance Letter”)

22
23 5. On June 2, 2006, and June 21, 2006, respectively, the State Bar of Nevada issued
24 to Mr. Shaddix two certified letters requesting the Respondent provide a written response to the
25 Grievance Letter. *See Hearing Exhibit 1*, at 0002, lines 17-21 (Complaint at 2); Hearing Exhibit
26 3. Mr. Shaddix did not respond to these letters from the State Bar. Hearing Transcript.

1 6. On or about June 7, 2006, Mr. Shaddix sent a letter to the Justice Court proposing
2 terms and reasons for a negotiated settlement of the Traffic Case. *See* Hearing Exhibit 2 (Letter
3 to Carson City Justice Court from Thomas S. Shaddix (dated June 7, 2006)(the “Shaddix
4 Settlement Letter”); Hearing Transcript.
5
6 7. During the week of August 14, 2006, the State Bar left two voicemail messages
7 on Mr. Shaddix’s office telephone related to his failure to reply to the certified letters. *See id.* at
8 0002, lines 20-21 (Complaint at 2). Mr. Shaddix did not contest this fact. *See* Hearing Exhibit 1,
9 at 00011, lines 16-21 (Answer at 3) (“Respondent does not deny that two voicemail messages
10 were left on the office telephone . . .”).
11
12 8. Mr. Shaddix testified that his law office is located in a multi-tenant office building
13 with a shared reception function. While the Respondent recognized one of the receipt signatures
14 on one of the certified letters from the State Bar as that of a former receptionist, Mr. Shaddix
15 testified he had not received these letters until they were produced as exhibits during the formal
16 hearing before the Panel. *See* Hearing Transcript. Mr. Shaddix also testified that his law office
17 had experienced similar mail delivery deficiencies, including communications from a number of
18 courts. The Respondent explained he had implemented certain corrective action to cure the mail
19 delivery problems experienced by his law office.
20
21 9. The Respondent does not recall the content of either of the August 2006,
22 voicemails from the State Bar. Hearing Exhibit 1, at 00011, lines 16-21 (Answer at 3). Mr.
23 Shaddix testified that he had not understood the distinction between the State Bar and the
24 Nevada Board of Continuing Legal Education (the “NBCLE”). He thought these telephone
25 messages were related to a delinquent fee issue with the NBCLE that the Respondent believed
26 was resolved in July 2006. *See* Hearing Transcript.
27
28

1 10. Mr. Shaddix had completed his required continuing legal education courses on or
2 about April 28, 2006. The Respondent, however, failed to pay the required fees to be reinstated
3 to active status for a number of months. *See Hearing Exhibit 5; Hearing Transcript.*

4
5 11. Mr. Shaddix was reinstated to active status in the State Bar of Nevada on or about
6 September 12, 2006. *See Hearing Exhibit 5.*

7 12. The State Bar of Nevada and the Respondent have stipulated to waive the hearing
8 venue requirements of SCR 105(2)(b). *See Hearing Exhibit 1, at 00020; Hearing Transcript.* At
9 his request and for his convenience, Mr. Shaddix was permitted to participate in the Formal
10 Hearing by telephone. The State Bar did not object to this accommodation. *See Hearing*
11 *Transcript.*
12

13 CONCLUSIONS OF LAW

14 Based on the foregoing Findings of Fact, the Panel hereby issues the following
15 Conclusions of Law:

16 (a) The Panel was designated by the Northern Nevada Disciplinary Board Chair to
17 adjudicate this case and has jurisdiction over the Respondent and the subject matter of these
18 proceedings. *See NEV. SUP. CT. R. 99.*

19 (b) Venue in this matter is properly with the Northern Nevada Disciplinary Board and
20 in the county of Washoe, state of Nevada. *NEV. SUP. CT. R. 105.*

21
22 (c) Submitted to the Panel for decision are two claims by the State Bar against Mr.
23 Shaddix. First, the State Bar asserts that the Respondent violated Rule 5.5(1) of the Nevada
24 Rules of Professional Conduct ("RPC"). *NEV. R. PROF. CONDUCT 5.5(1).* Second, the State Bar
25 alleges that Mr. Shaddix violated RPC 8.1(b). *NEV. R. PROF. CONDUCT 8.1(b).*
26
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1 (d) Accordingly, the underlying subject matters of the Grievance Letter are not the
2 issues presented to the Panel by the claims for relief pleaded in the State Bar's Compliant.
3 Instead, the grounds alleged to support imposition of professional discipline relate to the Mr.
4 Shaddix's compliance with professional licensing requirements.
5

6 (e) The State Bar must prove by clear and convincing evidence that Mr. Shaddix
7 violated RPC 5.5(1) and RPC 8.1(b). *See* NEV. SUP. CT. R. 105(2)(e); In re Stuhff, 108 Nev. at
8 633-634, 837 P.2d at 856; Gentile v. State Bar, 106 Nev. 60, 62, 787 P.2d 386, 387 (1990).
9

10 **A. UNAUTHORIZED PRACTICE OF LAW**

11 (f) RPC 5.5 provides that "[a] lawyer shall not . . . [p]ractice law in a jurisdiction
12 where doing so violates the regulation of the legal profession in that jurisdiction . . ." NEV. R.
13 PROF. CONDUCT 5.5(1). A member of the State Bar of Nevada whose status is changed from
14 active to inactive for noncompliance with SCR 205 to SCR 215, "is not entitled to engage in the
15 practice of law in the State of Nevada *until . . . reinstated . . .*" NEV. SUP. CT. R. 212(6)
16 (emphasis added).
17

18 (g) The uncontroverted evidence establishes that Mr. Shaddix was on inactive status
19 when he sent the Shaddix Settlement Letter. The Shaddix Settlement Letter unequivocally states
20 that the Respondent was representing a client in proposing to a court a negotiated settlement of a
21 traffic offense. This type of activity is the practice of law. *See, e.g., Salman v. Newell*, 110 Nev.
22 1333, 885 P.2d 607 (1994). *See generally* Laws. Manual on Prof. Conduct § 21:8006
23 (ABA/BNA).
24

25 (h) Mr. Shaddix's defense to practicing law while on inactive status was that he
26 believed he could continue to practice law because he had completed the required continuing
27 education courses on or about April 28, 2006. This defense is not supported by any
28

1 interpretation of the applicable provisions of SCR 205 to 215. *See* NEV. SUP. CT. R. 205 - 215.
2 The Respondent is presumed to know and understand the laws that govern the practice of his
3 profession. *See, e.g., Sengel v. IGT*, 116 Nev. 565, 572-573, 2 P.3d 258 (2000); *see also* NEV. R.
4 PROF. CONDUCT 1.0A(c) (failure to comply with an obligation imposed by a Rule is basis for
5 discipline; no knowledge of Rule required).
6

7 (i) The record, therefore, establishes by clear and convincing evidence that Mr.
8 Shaddix engaged in the unauthorized practice of law and violated RPC 5.5(1).
9

10 **B. FAILURE TO RESPOND TO DISCIPLINARY AUTHORITY**

11 (j) RPC 8.1 provides in relevant part that “a lawyer . . . in connection with a
12 disciplinary matter, shall not . . . knowingly fail to respond to a lawful demand for information
13 from . . . disciplinary authority . . .” NEV. R. PROF. CONDUCT 8.1(b). As used in RPC 8.1(b), the
14 term “knowingly” means actual knowledge. NEV. R. PROF. CONDUCT 1.0(f).
15

16 (k) The State Bar established by clear and convincing evidence that lawful written
17 demands for information were sent to Mr. Shaddix on June 2, 2006, and June 21, 2006. The
18 State Bar did not counter Mr. Shaddix’s testimony that he had not received these written
19 demands for information until after these proceedings commenced.
20

21 (l) The State Bar established by clear and convincing evidence that during the week
22 of August 14, 2006, the State Bar left two voicemail messages on Mr. Shaddix’s office telephone
23 system, a fact the Respondent did not deny or otherwise controvert.
24

25 (m) Mr. Shaddix’s defense to his failure to respond to these telephone inquiries was he
26 thought these telephone messages were related to a delinquent bar fee issue that the Respondent
27 believed was resolved in July 2006. For this reason, he did not return the telephone messages.
28

1 Mr. Shaddix testified he did not recall the content of these messages and the State Bar did not
2 prove that the messages themselves communicated to the Respondent a demand for information.

3 (n) That said, the record establishes that Mr. Shaddix received the telephone
4 messages and failed to respond. From his conduct, the Panel could infer the Respondent may
5 have “knowingly” failed to respond to a demand for information. As the Supreme Court of
6 Oregon noted in a professional discipline context, “[a] lawyer acts knowingly by being
7 consciously aware of the nature or attendant circumstances of the conduct, but not having a
8 conscious objective to accomplish a particular result.” See In re Worth, 82 P.3d 605, 615 (Or.
9 2003). The Panel believes it is a fair inference from Mr. Shaddix’s failure to return the State
10 Bar’s telephone messages, that while he may not have had the conscious objective to refuse to
11 respond to a lawful informational request, the Respondent certainly was aware that he was being
12 non-responsive and that there could be professional conduct issues involved in any inquiry by the
13 State Bar. Essentially, by his non-responsive conduct, Mr. Shaddix either knew or should have
14 known there could be professional conduct ramifications, even if only related to a fee payment
15 issue.

16 (o) Had the Respondent implemented an appropriate office management procedure to
17 protect against mis-delivery or non-delivery of certified and other mail, the State Bar would not
18 have needed to resort to telephonic attempts to communicate with Mr. Shaddix on matters of
19 professional conduct. Likewise, had Mr. Shaddix responded to the telephone messages, there is
20 a substantial likelihood that formal disciplinary processes would have been completely
21 unnecessary.

22 (p) Given the State Bar’s burden of proof, however, the Panel cannot conclude that
23 there is clear and convincing evidence that Mr. Shaddix knowingly failed to respond to a lawful
24

1 demand for information although the Panel views this as a close question. An attorney should
2 not be excused from the obligations of cooperation imposed by RPC 8.1(b) through a form of
3 benign neglect.
4

5 **DECISION AND ORDER**

6 In assessing the form of discipline to recommend, the Panel has accounted for a number
7 of mitigating factors which must be considered. The most important of these factors is the
8 candor of the Respondent. *See, e.g., Hearing Transcript* at []. Mr. Shaddix stated on a number of
9 instances that he knew that he was ultimately responsible for compliance with the rules of
10 professional conduct and that neither the circumstances of solo private practice nor neglectful
11 conduct excused these obligations. The Panel believes that Mr. Shaddix understands the need to
12 address deficiencies in his law office management procedures and to become more versed in his
13 professional obligations. *See Hearing Transcript* at []. Also relevant to the Panel is that no
14 prejudice has been caused to any client and Mr. Shaddix was the principal victim of his own
15 misconduct. Additionally, the Respondent has not been the subject of any prior instances of
16 private or public discipline by the State Bar of Nevada.
17

18 These mitigating factors, however, do not excuse the established violation by the
19 Respondent of RPC 5.5(1). The Panel recommends that Mr. Shaddix be privately reprimanded.
20 The text of the recommended private reprimand is set forth on **Exhibit A**, accompanying this
21 Order.
22

23 The Panel also recommends that the Respondent be ordered:

- 24 (1) To pay the costs associated with these proceedings pursuant to SCR 120.
25
26
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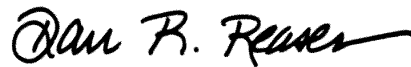
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(2) To pay a fine in the amount of ONE THOUSAND DOLLARS (\$1,000.00) unless on or before December 1, 2007, the Respondent submits proof satisfactory to the State Bar that he has successfully completed the following continuing legal education in person:

(A) At least five (5) hours on subjects related to law office management; and,

(B) At least five (5) hours on professional ethics.

DATED and ENTERED this 12th day of March, 2007.



DAN R. REASER, ESQ., Chair
Northern Nevada Disciplinary Board Panel

EXHIBIT A

CASE NO. N06-16-1032

STATE BAR OF NEVADA
NORTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA, COMPLAINANT
VS.
THOMAS S. SHADDIX, ESQ., RESPONDENT

PRIVATE REPRIMAND

TO: THOMAS S. SHADDIX, ESQ.

On or about May 2, 2006, you were transferred by order of the Supreme Court of Nevada to inactive status for failure to comply with the continuing legal education requirements of SCR 205 to SCR 215. The Court's action followed notices and warnings. You were reinstated to active status in the State Bar of Nevada on or about September 12, 2006. While on inactive status you continued to engage in the practice of law in Nevada as demonstrated by the fact that on or about June 7, 2006, you sent a letter to the Justice and Municipal Court of Carson Township on behalf of a client proposing terms and reasons for a negotiated settlement of a traffic case.

Based on the forgoing, you are hereby Privately Reprimanded for violations of Rule 5.5(1) of the Nevada Rules of Professional Conduct. While your conduct in this matter was not shown to have injured or prejudiced any client, you are also cautioned that given the evidence presented at your Formal Hearing on February 26, 2007, the Formal Hearing Panel of the Northern Nevada Disciplinary Board believes that you should promptly implement appropriate law office management processes to address deficiencies that if not corrected could result in injury and prejudice to clients or reoccurrence of the demonstrated failure to adhere to the rules that govern your continued practice of law.

Dated this 12th day of March, 2007.

Dan R. Reaser, Esq.
Formal Hearing Panel Chair
Northern Nevada Disciplinary Panel

1 **CERTIFICATE OF SERVICE BY MAIL**

2 I, Elizabeth Borrowman, certify that I am a citizen of the United States, over 21
3 years of age, a resident of Lyon County, and not a party to the within action. That I am
4 an employee of the State Bar of Nevada and my business address is 9456 Double R
5 Boulevard, Suite B, Reno, Nevada 89521.

6 That the undersigned hereby certifies that a true and correct copy of the attached
7 **FINDINGS OF FACT, CONCLUSIONS OF LAW, DECISION AND**
8 **RECOMMENDATION** was placed in a sealed envelope and deposited in the U.S. mail
9 in Reno, Nevada, postage fully prepaid thereon for first class regular mail and certified
10 mail, addressed to Thomas Shaddix, Esq., at 3235 South Eastern Avenue, Las Vegas,
11 Nevada 89119.

12
13 DATED this 12th day of March, 2007.

14
15
16 Elizabeth Borrowman
17 Elizabeth Borrowman, an employee
18 of the State Bar of Nevada
19
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1 Case No. SG10-0390

FILED

2 STATE BAR OF NEVADA

JUN 06 2011

3 SOUTHERN NEVADA DISCIPLINARY BOARD

[Signature]

4 STATE BAR OF NEVADA,)

STATE BAR OF NEVADA

5 Complainant,)

6 vs.)

PUBLIC REPRIMAND

7 THOMAS S. SHADDIX, ESQ.,)
8 NEVADA BAR NO. 7905)

9 Respondent.)

10 TO: THOMAS S. SHADDIX, ESQ.

11 Barry Egert ("Egert") retained you for representation concerning a federal DUI criminal
12 matter. Egert's complaint to the State Bar indicated a lack of diligence and a lack of
13 communication in your representation of him, including your failure to appear at a December
14 2009 hearing which subsequently resulted in Egert being arrested on a bench warrant.

15 On May 14, 2010, the State Bar sent you a letter of investigation to your Supreme
16 Court Rule ("SCR") 79 address regarding Egert's grievance. On June 8, 2010, the State Bar
17 received a letter from you dated June 1, 2010, wherein you requested an extension in which
18 to respond to the State Bar until June 8, 2010. However, you did not correspond further with
19 the State Bar in this matter and failed to respond to the substance of the State Bar's letter
20 dated May 14, 2010.

21 The State Bar subsequently sent you a reminder letter dated June 25, 2010, to your
22 SCR 79 address via regular mail and certified mail/return receipt requested. The
23 correspondence informed you that failure to respond would result in a grievance file being
24 opened and your failure to cooperate would be considered a violation of RPC 8.1 (Bar
25

1 Admission and Disciplinary Matters). You failed to respond to the State Bar's letter dated
2 June 25, 2010.

3 As a result, a grievance file was opened on August 17, 2010, and you were sent
4 notice via regular mail and certified mail/return receipt requested to his SCR 79 address.
5 The letter asked you to respond to Egert's grievance within ten (10) days. You failed to
6 respond to the State Bar's letter dated August 17, 2010.

7 Although the State Bar was required to make numerous attempts prior to establishing
8 contact with you, you ultimately accepted responsibility for your actions in regard to Egert's
9 matter and for not responding to the State Bar. Prior to communicating with the State Bar,
10 you fully refunded Egert's fee and remained as counsel in Egert's matter until the completion
11 of his case, which resulted in Egert receiving probation for one count and dismissal of the
12 three remaining counts.

13 In regard to your failure to respond to the State Bar, you are reminded that the
14 practice of law is a self-regulated profession and therefore it is imperative for attorneys to
15 fully cooperate in disciplinary proceedings in order to maintain the integrity of the profession.

16 In light of the foregoing, you violated Rule of Professional Conduct ("RPC") 1.3
17 (Diligence), RPC 1.4 (Communication) and RPC 8.1(b) (Bar Admission and Disciplinary
18 Matters) and are hereby PUBLICLY REPRIMANDED.

19 Dated this 6th day of June, 2011.

20 

21 SHANN D. WINESETT, ESQ., Chair
22 Southern Nevada Disciplinary Panel

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Case No. SG11-1182



FILED

JUL 10 2014

STATE BAR OF NEVADA

SOUTHERN NEVADA DISCIPLINARY BOARD OF THE STATE BAR OF NEVADA

BY: *[Signature]*
OFFICE OF BAR COUNSEL

STATE BAR OF NEVADA,

Complainant,

vs.

THOMAS SHADDIX, ESQ.,
BAR NO. 7905,

Respondent.

PUBLIC REPRIMAND

TO: Thomas Shaddix, Esq.
Bar No. 7905
3234 S. Eastern Avenue
Las Vegas, NV 89169

You have a high volume law practice, Traffic Defenders, with a focus on traffic tickets and related offenses. On or about June 11, 2011, an individual named Alejandro Rodriguez ("Rodriguez") appeared in Justice Court in a misdemeanor arraignment case. The Judge noted that the gentleman before the Court appeared much older than the defendant's listed age and the Court quickly determined it was the wrong Alejandro Rodriguez, wholly unrelated to the actual Defendant.

Rodriguez, who speaks no English, advised the Court through an interpreter that he showed up in Court because he had received a notice from your office, specifically a form letter dated June 27, 2011, prominently labeled as a legal advertisement across the top.

The letter indicated, *inter alia*, that "Public records show that you were recently charged for the above alleged criminal misdemeanor" and included the date and time of the arraignment. The format of the letter closely resembled the format used by the Justice Court website to relay information.

1 The Court forwarded the matter to the State Bar for review. A grievance file was
2 opened and you thereafter failed to timely respond, resulting in the matter going to a
3 Screening Panel of the Southern Nevada Disciplinary Board without a response from you.

4 When you did respond, you informed the State Bar that the underlying matter was
5 caused by communication problems in your intake process. Specifically, a family member of
6 the actual defendant spoke to your intake staff about potential representation but never came
7 back. Neither did the actual defendant contact your office. Out of an abundance of caution
8 you sent the notice letter regarding the arraignment date to Mr. Rodriguez directly. However,
9 because of the uncertainty of the contact information you had from intake, you included the
10 requisite advertising disclaimers.

11 Unfortunately, your staff prepared the letter with an address for the wrong Alejandro
12 Rodriguez.

13 You admit to being dilatory in responding to the State Bar, necessitating the initiation
14 of formal disciplinary proceedings. You also stated you fully understand the stress and
15 inconvenience this error caused Mr. Rodriguez and have audited your intake process to
16 ensure this does not happen again.

17 The foregoing conduct violates Rules of Professional Conduct ("RPC")1.4
18 (Communication) and RPC 8.1(b)(Bar Disciplinary Matters: Responding to the State Bar) and
19 you are hereby **PUBLICLY REPRIMANDED**.

20 Furthermore, any future knowing failures to respond to the State Bar resulting in a file
21 going to a Screening Panel without a response will result in the State Bar's recommendations
22 for a Formal Hearing and your suspension, irrespective of the underlying allegations.

23

24

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IN THE SUPREME COURT OF THE STATE OF NEVADA

IN THE MATTER OF DISCIPLINE OF
THOMAS S. SHADDIX, BAR NO. 7905.

No. 82632

FILED

MAY 14 2021

ELIZABETH A. BROWN
CLERK OF SUPREME COURT
BY S. Young
DEPUTY CLERK


ORDER APPROVING CONDITIONAL GUILTY PLEA AGREEMENT

This is an automatic review of a Southern Nevada Disciplinary Board hearing panel's recommendation that this court approve, pursuant to SCR 113, a conditional guilty plea agreement in exchange for a stated form of discipline for attorney Thomas S. Shaddix. Under the agreement, Shaddix admitted to violating professional conduct rules 1.3 (diligence), 1.4 (communication), 1.15 (safekeeping property), 5.3 (responsibilities regarding non-lawyer assistants), and 8.1 (disciplinary matters), and agreed to a 6-month-and-1-day suspension, stayed for 18 months subject to certain conditions.

As part of his guilty plea agreement, Shaddix admitted to the facts and violations. The record therefore establishes that he violated the above-referenced rules by failing to complete services for which a client retained him, including failing to pay the client's traffic tickets, as agreed; failing to communicate with the client about the status of the case; having his office assistant complete the initial consultation, including completing the retainer agreement; and failing to respond to the State Bar's inquiries regarding the client's grievance and another matter that had been referred to the State Bar.

The issue for this court is whether the agreed-upon discipline sufficiently protects the public, the courts, and the legal profession. See

SUPREME COURT
OF
NEVADA

(O) 1947A 

21-13957


State Bar of Nev. v. Claiborne, 104 Nev. 115, 213, 756 P.2d 464, 527-28 (1988) (stating purpose of attorney discipline). In determining the appropriate discipline, we weigh four factors: “the duty violated, the lawyer’s mental state, the potential or actual injury caused by the lawyer’s misconduct, and the existence of aggravating or mitigating factors.” *In re Discipline of Lerner*, 124 Nev. 1232, 1246, 197 P.3d 1067, 1077 (2008).

Based on the duties Shaddix knowingly violated, and because his conduct harmed or potentially harmed his clients and the legal profession, the baseline sanction before considering aggravating and mitigating circumstances is suspension. See Standards for Imposing Lawyer Sanctions, *Compendium of Professional Responsibility Rules and Standards*, Standard 4.42 (Am. Bar Ass’n 2017) (providing that suspension is appropriate when “a lawyer engages in a pattern of neglect and causes injury or potential injury to a client”); Standard 7.2 (“Suspension is generally appropriate when a lawyer knowingly engages in conduct that is a violation of a duty owed as a professional and causes injury or potential injury to a client, the public, or the legal system.”). The record supports the panel’s findings of four aggravating circumstances (prior disciplinary record, a pattern of misconduct, multiple offenses, and substantial experience in the practice of law), and one mitigating circumstance (absence of dishonest or selfish motive). Under the *Lerner* factors, we conclude that the recommended discipline is appropriate and serves the purpose of attorney discipline.

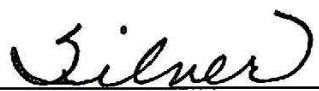
Accordingly, commencing from the date of this order, we hereby suspend attorney Thomas S. Shaddix from the practice of law in Nevada for 6 months and 1 day, stayed for 18 months subject to the following conditions. Shaddix must: (1) pay \$3,250 in restitution to his client in the

traffic matter; (2) engage in binding fee dispute resolution with the client at his own expense within the first 90 days of his probation period; (3) complete, in addition to required continuing legal education, an additional 1.5 hours of education related to diligence, 1.5 hours addressing communication, and 3 hours pertinent to his duty to respond to the State Bar; (4) obtain a mentor approved by the State Bar, who agrees to provide the Bar with quarterly reports as outlined in the conditional guilty plea agreement; (5) not receive any new disciplinary cases during his probation period that result in a screening panel recommending a letter of reprimand or a formal hearing; and (6) comply with any court orders issued in the two district court cases identified in the conditional guilty plea agreement. Additionally, Shaddix must pay \$2,500 in administrative costs pursuant to SCR 120 and the actual costs of the disciplinary proceeding within 30 days from the date of this order. The parties shall comply with SCR 115 and SCR 121.1.

It is so ORDERED.


Parraguirre


Stiglich


Silver

cc: Chair, Southern Nevada Disciplinary Board
Thomas S. Shaddix
Bar Counsel, State Bar of Nevada
Executive Director, State Bar of Nevada
Admissions Office, U.S. Supreme Court

**PROBATION VIOLATION REPORT
FILE NO. PR21-0540**

I. PROBATION MONITOR & DATE OF REPORT

- A. Monitor: Louise Watson
- B. Original Assistant Bar Counsel: Daniel Young
- C. Submitted Date: September 22, 2021

II. RESPONDENT INFORMATION:

Thomas Shaddix, Esq.
Bar No. 7905
2550 E. Desert Inn Rd. #181
Las Vegas, NV 89121
702-238-9738
thomas@shaddixlaw.com

III. CHARGING DOCUMENTS:

Order Approving Conditional Guilty Plea filed May 14, 2021 (Suspension of 6 months +1 day stayed 18 months) (**Exhibit 1**)

Findings of Fact, Conclusions of Law and Recommendation filed March 2, 2021 (**Exhibit 2**), which recommended approval of a Conditional Guilty Plea ("CGP") filed on January 15, 2021 (**Exhibit 3**).

IV. DETAILS OF VIOLATION:

On May 14, 2021, the Nevada Supreme Court suspended Respondent for 6 months and 1 day, with that suspension stayed for 18 months subject to several conditions.

Respondent is currently in breach of three conditions imposed by the Order and that he agreed to by signing the CGP.

1st Condition Breached:

Engage in binding fee dispute resolution with the client at his own expense within the first 90 days of his probation period.

2nd Condition Breached:

Obtain a mentor approved by the State Bar, who agrees to provide the Bar with quarterly reports as outlined in the conditional guilty plea agreement.

3rd Condition Breached:

Pay \$2,500 in administrative costs pursuant to SCR 120 and the actual costs of the disciplinary proceeding within 30 days from the date of the order.

Communication with Respondent regarding compliance:

On May 14, 2021, I emailed a letter to Respondent at his SCR 79 email address (shaddixts@ticketdefenders.net) to identify myself as the probation monitor and establish due dates for Respondent's compliance. I asked Respondent to provide the name of his proposed mentor no later than May 28, 2021, so that the first quarterly report could be timely submitted on August 14, 2021.

On June 1, 2021, as I did not hear from Respondent, I attempted to call him on his SCR 79 phone number but had to leave a message.

I left another message on June 4, 2021, after not receiving a returned call. I also attempted to call the alternate number in the State Bar's records, but the number was no longer in service.

On June 17, 2021, I called the number on the website for Respondent's firm, Ticket Defenders, but it was not in service. As such, I prepared a letter that was mailed by regular and certified mail on June 22, 2021, directing Respondent to contact me within 14 days.

On July 1, 2021, Respondent called regarding his requirements. Respondent also requested a payment plan to pay the costs of \$4,032.97, and I agreed to let him make four monthly payments with the first payment due on July 15, 2021. I followed up with an email to Respondent at an alternate address he provided that confirmed our conversation and attached another copy of the May 14, 2021, letter and proposed mentoring agreement.

On August 24, 2021, as I did not hear further from Respondent, I sent a letter to Respondent at his SCR 79 address, via regular and certified mail, indicating that 1) I had not received the name of his mentor or the first quarterly report that was due on August 14, 2021; 2) he had not made any payments toward costs; and 3) he had not initiated a fee dispute with his client, Mr. Coleman, within 90 days. The certified letter was delivered on August 27, 2021.

I gave Respondent 14 days (until September 7, 2021) to provide evidence that he had complied with the conditions of his stayed suspension or that matter would be referred to Bar Counsel to have a hearing panel appointed to address the breach.

Copies of the correspondence are submitted as **Exhibit 4**.

Respondent has not responded and is in breach of the conditions of his stayed suspension.

V. EXHIBITS:

1. Order Approving Conditional Guilty Plea filed May 14, 2021
2. Finding of Fact, Conclusions of Law and Recommendation filed March 2, 2021
3. Conditional Guilty Plea filed January 15, 2021
4. Communications with Respondent

EXHIBIT 1

SBN Exhibit 3- Page 004

IN THE SUPREME COURT OF THE STATE OF NEVADA

IN THE MATTER OF DISCIPLINE OF
THOMAS S. SHADDIX, BAR NO. 7905.

No. 82632

FILED

MAY 14 2021

ELIZABETH A. BROWN
CLERK OF SUPREME COURT
BY S. Young
DEPUTY CLERK

ORDER APPROVING CONDITIONAL GUILTY PLEA AGREEMENT

This is an automatic review of a Southern Nevada Disciplinary Board hearing panel's recommendation that this court approve, pursuant to SCR 113, a conditional guilty plea agreement in exchange for a stated form of discipline for attorney Thomas S. Shaddix. Under the agreement, Shaddix admitted to violating professional conduct rules 1.3 (diligence), 1.4 (communication), 1.15 (safekeeping property), 5.3 (responsibilities regarding non-lawyer assistants), and 8.1 (disciplinary matters), and agreed to a 6-month-and-1-day suspension, stayed for 18 months subject to certain conditions.

As part of his guilty plea agreement, Shaddix admitted to the facts and violations. The record therefore establishes that he violated the above-referenced rules by failing to complete services for which a client retained him, including failing to pay the client's traffic tickets, as agreed; failing to communicate with the client about the status of the case; having his office assistant complete the initial consultation, including completing the retainer agreement; and failing to respond to the State Bar's inquiries regarding the client's grievance and another matter that had been referred to the State Bar.

The issue for this court is whether the agreed-upon discipline sufficiently protects the public, the courts, and the legal profession. See

SUPREME COURT
OF
NEVADA

(O) 1947A 

21-13957


State Bar of Nev. v. Claiborne, 104 Nev. 115, 213, 756 P.2d 464, 527-28 (1988) (stating purpose of attorney discipline). In determining the appropriate discipline, we weigh four factors: “the duty violated, the lawyer’s mental state, the potential or actual injury caused by the lawyer’s misconduct, and the existence of aggravating or mitigating factors.” *In re Discipline of Lerner*, 124 Nev. 1232, 1246, 197 P.3d 1067, 1077 (2008).

Based on the duties Shaddix knowingly violated, and because his conduct harmed or potentially harmed his clients and the legal profession, the baseline sanction before considering aggravating and mitigating circumstances is suspension. See Standards for Imposing Lawyer Sanctions, *Compendium of Professional Responsibility Rules and Standards*, Standard 4.42 (Am. Bar Ass’n 2017) (providing that suspension is appropriate when “a lawyer engages in a pattern of neglect and causes injury or potential injury to a client”); Standard 7.2 (“Suspension is generally appropriate when a lawyer knowingly engages in conduct that is a violation of a duty owed as a professional and causes injury or potential injury to a client, the public, or the legal system.”). The record supports the panel’s findings of four aggravating circumstances (prior disciplinary record, a pattern of misconduct, multiple offenses, and substantial experience in the practice of law), and one mitigating circumstance (absence of dishonest or selfish motive). Under the *Lerner* factors, we conclude that the recommended discipline is appropriate and serves the purpose of attorney discipline.

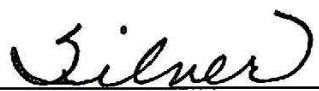
Accordingly, commencing from the date of this order, we hereby suspend attorney Thomas S. Shaddix from the practice of law in Nevada for 6 months and 1 day, stayed for 18 months subject to the following conditions. Shaddix must: (1) pay \$3,250 in restitution to his client in the

traffic matter; (2) engage in binding fee dispute resolution with the client at his own expense within the first 90 days of his probation period; (3) complete, in addition to required continuing legal education, an additional 1.5 hours of education related to diligence, 1.5 hours addressing communication, and 3 hours pertinent to his duty to respond to the State Bar; (4) obtain a mentor approved by the State Bar, who agrees to provide the Bar with quarterly reports as outlined in the conditional guilty plea agreement; (5) not receive any new disciplinary cases during his probation period that result in a screening panel recommending a letter of reprimand or a formal hearing; and (6) comply with any court orders issued in the two district court cases identified in the conditional guilty plea agreement. Additionally, Shaddix must pay \$2,500 in administrative costs pursuant to SCR 120 and the actual costs of the disciplinary proceeding within 30 days from the date of this order. The parties shall comply with SCR 115 and SCR 121.1.

It is so ORDERED.


Parraguirre


Stiglich


Silver

cc: Chair, Southern Nevada Disciplinary Board
Thomas S. Shaddix
Bar Counsel, State Bar of Nevada
Executive Director, State Bar of Nevada
Admissions Office, U.S. Supreme Court

EXHIBIT 2

SBN Exhibit 3- Page 008



FILED

MAR 02 2021

STATE BAR OF NEVADA
BY: *D. Felix*
OFFICE OF BAR COUNSEL

STATE BAR OF NEVADA
SOUTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,)
)
Complainant,)
vs.)
THOMAS S. SHADDIX, ESQ.,)
Nevada Bar No. 7905,)
Respondent.)

FINDINGS OF FACT,
CONCLUSIONS OF LAW AND
RECOMMENDATION APPROVING
CONDITIONAL GUILTY PLEA

This matter came before a designated Formal Hearing Panel of the Southern Nevada Disciplinary Board ("Panel") at 9:00 a.m. on January 29, 2021, for consideration of the Conditional Guilty Plea ("Plea") regarding attorney Thomas S. Shaddix, Esq. ("Respondent"). The Panel consisted of Chair Dawn M. Lozano, Esq., Kelly K. Giordani, Esq., and Peter Ossowski, Lay Member. Assistant Bar Counsel, Daniel T. Young, Esq., represented the State Bar of Nevada ("State Bar"). Respondent was present and represented himself.

Pursuant to Supreme Court Rule ("SCR") 113, Respondent tendered the proposed Plea, attached hereto as Exhibit 1, which contains Assistant Bar Counsel's approval and recommendation for approval by the Panel. The Plea also contains Respondent's approval.

Based upon all of the papers and pleadings filed in this matter and the proposed Plea, the Panel issues, on a majority vote, the following Findings of Fact, Conclusions of Law, and Recommendation:

1 **FINDINGS OF FACT**

2 1. That pursuant to the terms of the Conditional Guilty Plea Agreement Respondent stipulated
3 to the following facts.

4 2. Respondent Thomas S. Shaddix, Esq. ("Respondent"), Nevada Bar No. 7905, is currently
5 an active member of the State Bar of Nevada and at all times pertinent to this complaint had his principal
6 place of business for the practice of law located in Clark County, Nevada.

7 3. Respondent engaged in acts of professional misconduct warranting the imposition of
8 professional discipline.

9 **Case OBC19-1270**

10 4. Gary Coleman (Coleman), a Lyft/Uber driver, retained Respondent to represent him on a
11 failure to yield ticket and a speeding ticket.

12 5. Coleman paid Respondent \$425.00 for the retainer which included money to pay the fines
13 for both tickets.

14 6. On October 10, 2017, Respondent appeared at the attorney session for both matters and
15 entered a plea of not guilty for each ticket. A pretrial hearing was set on December 8, 2017, at 1:30 pm.

16 7. On October 18, 2017, Coleman emailed Respondent about the status of his case. In
17 response, Coleman received a call from Alison Perelman (Respondent's office manager), in which she
18 informed him the matter was "reset" to December 8th. Perelman also told Coleman this process was
19 normal.

20 8. On December 8, 2017, Respondent appeared at the attorney session and entered guilty
21 pleas to an amended charge of illegal parking on each ticket. Fines were assessed as \$198.00 for the failure
22 to yield ticket and \$148.00 on the speeding ticket.

23 9. Respondent failed to inform Coleman of the resolution of each ticket.

24 10. In March 2018, the Las Vegas Justice Court sent Coleman a late notice for failure to pay
25 fines.

1 11. On April 26, 2018, warrants were issued against Coleman for failure to pay fines.

2 12. On April 28, 2018, Coleman was pulled over by Las Vegas Metropolitan Police (LVMPD)

3 while he was on his way to pick up a customer. LVMPD advised him that he had two warrants out for his

4 arrest for failure to pay traffic tickets. Coleman had to cancel the ride for his customer, LVMPD advised

5 Colman not to drive and to contact his attorney.

6 13. Coleman contacted Respondent's office and was advised by Perelman that the warrants

7 had been lifted but that he should not drive until the court hearing on May 8, 2018. Coleman lost wages

8 because he could not work.

9 14. On May 8, 2018, minutes show that the Court waived the \$150.00 bench warrant fees on

10 each ticket. Minutes also show that guilty pleas to Illegal Parking were re-entered and fines assessed of

11 \$198 and \$200 on each case, respectively.

12 15. On September 1, 2018, Coleman received a collection notice for the two fines. He

13 contacted Respondent's office immediately and was told to disregard the notice.

14 16. On September 6, 2018, additional warrants were issued on each case for failure to pay.

15 17. On September 30, 2018, Coleman found out about the warrants after the court

16 notified him.

17 18. On October 1, 2018, Colman called Respondent's office. He was advised that Respondent

18 was already in court and a Motion to Quash the warrants would be filed the following day.

19 19. On October 2, 2018, Respondent's office filed a motion to quash warrants on behalf of

20 Coleman.

21 20. Court minutes from October 3, 2018, show that the motion to quash was approved in part,

22 the warrant fees were reduced but not removed. The minutes are also stamped "no more motions."

23 21. On October 4, 2018, Perelman emailed Coleman, apologized for the delay, and informed

24 him the office had filed a motion to quash warrants on his behalf.

1 22. On October 5, 2018, the court removed the tickets from collections and recalled the
2 warrants. Coleman was given 90 days to pay.

3 23. On January 3, 2019, Coleman checked the court website and noticed that no activity
4 occurred on the tickets for three months. The court minutes showed that the fines had not been paid and
5 the tickets were still open.

6 24. On January 4, 2019, Perelman emailed Coleman and said that the law office would pay
7 Coleman's fines no later than February 5, 2019. Perelman also said they would inform him once the fines
8 had been paid in full.

9 25. On March 7, 2019, the Court called Coleman and informed him that he had a warrant for
10 his arrest. Coleman emailed Perelman at 11:18 am asking "What the hell is going on here?!" At 5:17 pm,
11 Respondent sent Coleman a blank email which contained an attachment of another Motion to Quash which
12 was filed stamped at 2:45 on March 7, 2019. The motion language requested fees be removed because of
13 "law office oversight."

14 26. The Court minutes show that the fines were reduced again but the total owed was now
15 \$298 (was \$198) on the failure to use due care and \$300 (was \$148) on the speeding. Coleman was ordered
16 to pay the fines within 90 days.

17 27. Respondent failed to pay the ticket fines as promised.

18 28. In June 2019, Coleman checked the website and noticed the tickets were still outstanding.
19 Coleman called Respondent again because he was concerned more warrants would issue. Coleman was
20 advised On June 19, 2019, Respondent again filed a motion to quash the warrants.

21 29. On October 1, 2019, Coleman went to the court website and paid the tickets himself (\$508
22 total).

23 30. Respondent failed to respond or provided a refund to Coleman.

24 31. On October 7, 2019, Coleman submitted his grievance to the bar.

1 C, lawsuit filed against Madsen, and bank and account number for his trust account, and any other bank
2 or accounting records used to receive funds from Madsen.

3 42. Respondent's response was due March 20, 2020.

4 43. Respondent failed to respond.

5 44. On March 26, 2020, SBN investigator Dawn Meeks sent an email which contained a letter
6 to Respondent advising that his response was not received and should he fail to respond the Disciplinary
7 Board would be asked to consider additional charges of RPC 8.1.

8 45. Respondent's response was due April 8, 2020.

9 46. On April 8, 2020, Respondent respond via email. However, he did not provide any of the
10 documents requested. He stated in his letter that he wished to have additional time until April 16, 2020 to
11 respond.

12 47. To date, these items have never been provided by Respondent.

13 CONCLUSIONS OF LAW

14 Based upon the foregoing Findings of Fact, the Panel hereby issues the following Conclusions of
15 Law:

16 1. That the Southern Nevada Disciplinary Board has jurisdiction over Respondent and the
17 subject matter of these proceedings pursuant to SCR 99.

18 2. That the Panel shall approve the Plea, which was submitted in accordance with SCR
19 105(2)(d) and SCR 113.

20 3. That the CGP was interlineated as to the case numbers listed at the top of the CGP to reflect
21 the correct case numbers of OBC19-1270 and OBC20-0249. Case number OBC20-0892 was a typo and
22 should not have been listed.

23 ///

24 ///

25 ///

1 **COUNT I**

2 **RPC 1.3 (Diligence)**

3 4. RPC 1.3 states, "A lawyer shall act with reasonable diligence and promptness in
4 representing a client."

5 5. Respondent failed to perform the services that he was retained to complete by not paying
6 Mr. Coleman's traffic tickets.

7 6. Respondent knew or should have known his conduct was improper.

8 7. Respondent's conduct resulted in harm to the client because Mr. Coleman's tickets went
9 to warrant several times.

10 8. Respondent's conduct also resulted in harm to the legal profession.

11 9. Respondent has violated RPC 1.3 (Diligence).

12 **COUNT II**

13 **RPC 1.4 (Communication)**

14 10. RPC 1.4 States, in relevant part:

15 (a) A Lawyer shall:

16 (1) Promptly inform the client of any decision or circumstance with
17 respect to which the client's informed consent is required by these
18 rules;

19 (2) Reasonably consult with the client about the means by which the
20 client's objectives are to be accomplished;

21 (3) Keep the client reasonably informed about the status of the matter;

22 (4) Promptly comply with reasonable requests for information; and

23 (5) Consult with the client about any relevant limitation on the lawyer's
24 conduct when the lawyer knows that the client expects assistance
25 not permitted by the Rules of Professional Conduct or other law.

1 (b) A lawyer shall explain a matter to the extent reasonably necessary to
2 permit the client to make informed decisions regarding the
3 representation.

4 11. Respondent failed to respond to Coleman's requests for information regarding the status
5 of his cases.

6 12. Respondent knew or should have known his conduct was improper.

7 13. Respondent's conduct resulted in harm to the client, Coleman, because he could not get
8 updates on his case and aid in moving the case forward.

9 14. Respondent's conduct also resulted in harm to the legal profession.

10 15. Respondent has violated RPC 1.4 (Communication).

11 **COUNT III**

12 **RPC 1.15 (Safekeeping)**

13 16. RPC 1.15 (a) states:

14 (a) A lawyer shall hold funds or other property of clients or third
15 persons that is in a lawyer's possession in connection with a representation
16 separate from the lawyer's own property. All funds received or held for the
17 benefit of clients by a lawyer or firm, including advances for costs and
18 expenses, shall be deposited in one or more identifiable bank accounts
19 designated as a trust account maintained in the state where the lawyer's
20 office is situated, or elsewhere with the consent of the client or third person.
21 Other property in which clients or third persons hold an interest shall be
22 identified as such and appropriately safeguarded. Complete records of such
23 account funds and other property shall be kept by the lawyer and shall be
24 preserved for a period of seven years after termination of the representation.
25

17. Respondent converted the money that Coleman provided to him to use to pay the traffic tickets.

18. Respondent knew or should have known his conduct was improper.

19. Respondent's conduct resulted in harm to Coleman because he lost those funds. Subsequently, Coleman had to pay the traffic tickets himself after Respondent failed to pay them.

20. Respondent has violated RPC 1.15 (Safekeeping).

COUNT IV

RPC 5.3 (Responsibilities regarding non-lawyer assistants)

21. RPC 1.3 states in relevant part:

(b) A lawyer having direct supervisory authority over the nonlawyer shall make reasonable efforts to ensure that the person's conduct is compatible with the professional obligations of the lawyer.

(c) A lawyer shall be responsible for conduct of such a person that would be a violation of the Rules of Professional Conduct if engaged in by a lawyer if:

(1) The lawyer orders or, with the knowledge of the specific conduct, ratifies the conduct involved; or

(2) The lawyer is a partner or has comparable managerial authority in the law firm in which the person is employed, or has direct supervisory authority over the person, and knows of the conduct at a time when its consequences can be avoided or mitigated but fails to take reasonable remedial action.

22. Respondent allowed his non-lawyer office assistant to meet with Coleman for a consultation and explain the legal process.

- 1 23. Respondent knew or should have known his conduct was improper.
- 2 24. Respondent's conduct also resulted in harm to the legal profession.
- 3 25. Respondent has violated RPC 5.3 (Responsibilities regarding non-lawyer assistants).

4 **COUNT V**

5 **RPC 8.1 (Bar Admission and Disciplinary Matters)**

- 6 26. RPC 8.1 states in relevant part:

7 An applicant for admission to the bar, or a lawyer in connection with a bar
8 admission application or in connection with a disciplinary matter, shall not:

9 (b) Fail to disclose a fact necessary to correct a misapprehension known by
10 the person to have arisen in the matter, or knowingly fail to respond to a
11 lawful demand for information from an admissions or disciplinary
12 authority, except that this Rule does not require disclosure of information
13 otherwise protected by Rule 1.6.

- 14 27. Respondent failed to respond to the State Bar after a lawful request to provide information
15 regarding Mr. Coleman's grievance in case OBC19-1270.

- 16 28. Respondent knew or should have known his conduct was improper.
- 17 29. Respondent's conduct also resulted in harm to the legal profession.
- 18 30. Respondent has violated RPC 8.1 (Bar admission and disciplinary matters).

19 **COUNT VI**

20 **RPC 8.1 (Bar Admission and Disciplinary Matters)**

- 21 31. RPC 8.1 states in relevant part:

22 An applicant for admission to the bar, or a lawyer in connection with a bar
23 admission application or in connection with a disciplinary matter, shall not:

24 (b) Fail to disclose a fact necessary to correct a misapprehension known by
25 the person to have arisen in the matter, or knowingly fail to respond to a

1 lawful demand for information from an admissions or disciplinary
2 authority, except that this Rule does not require disclosure of information
3 otherwise protected by Rule 1.6.

4 32. Respondent failed to respond to the State Bar after a lawful request to provide information
5 regarding the grievance in case OBC20-0249.

6 33. Respondent knew or should have known his conduct was improper.

7 34. Respondent's conduct also resulted in harm to the legal profession.

8 35. Respondent has violated RPC 8.1 (Bar admission and disciplinary matters).

9 36. That pursuant to the agreed upon CGP the following ABA Standards are applicable:

10 a. ABA Standard 4.42 - the baseline is Suspension if a lawyer knowingly fails to
11 perform services for a client or engages in a pattern of neglect causing injury or potential injury.

12 b. ABA Standard 7.2 - Suspension is generally appropriate when a lawyer knowingly
13 engages in conduct that is a violation of a duty owed as a professional and causes injury to
14 potential injury to a client, the public, or the legal system.

15 37. That pursuant to the agreed upon CGP, the following aggravating factors are applicable:

16 a. Prior Disciplinary record,

17 b. A pattern of misconduct,

18 c. Multiple offenses, and

19 d. Substantial experience in the law.

20 38. That pursuant to the agreed upon CGP, the following mitigating factors are applicable:

21 a. Absence of dishonest or selfish motive.

22 39. That Respondent's CGP only resolves State Bar case number(s) OBC19-1270 and OBC20-
23 0249 and excludes any other matters pending with, or grievances in investigation by the State Bar of
24 Nevada.

25

40. That State Bar Exhibits 1-27, in case OBC19-1270, were admitted into evidence.

41. That State Bar Exhibits 3-21, in case OBC20-0249, were admitted into evidence.

RECOMMENDATION

Based upon the foregoing Findings of Fact and Conclusions of Law, the Panel hereby recommends the following sanctions:

1. Respondent should receive a six-month-plus-one-day suspension stayed for a period of eighteen (18) months, for violations of the Rules of Professional Conduct more fully set forth above.

2. During his probation period, Respondent shall:

a. Pay restitution in the amount of \$3250.00 to Mr. Coleman.

b. Initiate and participate, at his own expense, in binding fee dispute arbitration with Mr. Coleman within the first ninety (90) days of his probation period.

c. That in addition to his annual CLE requirements, Respondent complete at least 1.5 CLE credit hours related to diligence, 1.5 CLE credit hours related to client communication, and 3 CLE credit hours related to his duty to respond to the State Bar.

d. That Respondent obtain a mentor, approved by the State Bar, for the duration of his probation period and ensure that his mentor submits quarterly reports to the State Bar. The quarterly reports should include information regarding, but not limited to, review of Respondent's policies and procedures for client communication, consultations, and client intake, Respondent's case load, supervision of staff/assistants and general best practices of operating a law firm.


e. That Respondent does not receive any new disciplinary cases during his probation period that result in a screening panel recommending a letter of reprimand or a formal hearing.

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f. That Respondent promptly comply with any court orders issued in case(s) Madsen v. Shaddix, Case No. A-20-808396-C and Madsen v. Shaddix, case No. A-20-808391-C, currently pending in the Eighth Judicial District Court, Clark County, State of Nevada.

3. Respondent shall pay costs, provided for in SCR 120, in the amount of \$2,500, in each case, plus the cost of all disciplinary hearings in connection with these cases. Such payment shall be made no later than thirty (30) days after the issuance of the Nevada Supreme Court's Order approving and accepting Respondent's Guilty Plea.

DATED this 26th day of February, 2021.


DAWN M. LOZANO, ESQ., Chair
Southern Nevada Disciplinary Panel

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CERTIFICATE OF SERVICE

The undersigned hereby certifies a true and correct copy of the foregoing **FINDINGS OF FACT, CONCLUSIONS OF LAW AND RECOMMENDATION APPROVING CONDITIONAL GUILTY PLEA** was deposited via electronic mail to:

1. Dawn Lozano, Esq. (Panel Chair): lozanolawlv@gmail.com
2. Thomas Shaddix, Esq. (Respondent): thomas@shaddixlaw.com;
3. Daniel T. Young, Esq. (Assistant Bar Counsel): daniely@nvbar.org

Dated this 4th day of March, 2021.

Sonia Del Rio

Sonia Del Rio, an employee
of the State Bar of Nevada

EXHIBIT 3

SBN Exhibit 3- Page 023

Case No: OBC19-1270, OBC20-0892



STATE BAR OF NEVADA

SOUTHERN NEVADA DISCIPLINARY BOARD

STATE BAR OF NEVADA,)	
)	
Complainant,)	CONDITIONAL GUILTY PLEA
)	IN EXCHANGE FOR A
vs.)	STATED FORM OF DISCIPLINE
)	
THOMAS S. SHADDIX, ESQ.,)	
Nevada Bar No. 7905,)	
)	
Respondent.)	

THOMAS S. SHADDIX, ESQ, ("Respondent") hereby tenders to Bar Counsel for the State Bar of Nevada ("State Bar") this Conditional Guilty Plea pursuant to Supreme Court Rule 113(1) in exchange for the imposition of a stated form of discipline as more fully set forth herein.

I. TENDER OF GUILTY PLEA

Respondent hereby agrees to plead guilty and admits that, as set forth in the Complaint filed in case OBC19-1270 on March 9, 2020, he violated:

RPC 1.3 (Diligence) when he failed to perform the services that he was retained to complete by not paying Gary Coleman's traffic tickets; and

RPC 1.4 (Communication) when he failed to respond to Coleman's requests for information regarding the status of his cases; and

1 **RPC 1.15 (Safekeeping)** by converting the money that Coleman provided him to
2 use to pay the traffic ticket fines; and

3 **RPC 5.3 (Responsibilities regarding non-lawyer assistants)** by allowing
4 his non-lawyer office assistant, to meet with Coleman for consultation and explain the
5 legal process; and

6 **RPC 8.1 (Bar admission and disciplinary matters)** by failing to respond to
7 the State Bar after a law request to provide information regarding Mr. Coleman's
8 grievance.

9 Respondent also hereby agrees to plead guilty and admits that, as set forth in the
10 Complaint filed in case OBC20-0249 on September 18, 2020, he violated:

11 **RPC 8.1 (Bar admission and disciplinary matters)** by failing to respond to
12 the State Bar after a law request to provide information regarding numerous items
13 including but not limited to the retainer and intake paperwork for John Madsen, receipts
14 and explanations for all payments received by Respondent from Madsen, invoices for fees
15 and costs relating to John Madsen or MYCH 3-D, and reasons why Respondent did not
16 file an answer or opposition in the Conetta v. Madsen, Case No. A-19-800160-C, lawsuit
17 filed against Madsen, and bank and account number for his trust account, and any other
18 bank or accounting records used to receive funds from Madsen.

19 **II. STIPULATION OF FACTS**

20 Respondent understands that by pleading guilty he admits the facts that support
21 all elements of the rules to which he tenders his plea of guilty as follows:

22 1. That the Respondent Thomas S. Shaddix, Esq. ("Respondent"), Nevada Bar
23 No. 7905, is currently an active member of the State Bar of Nevada and at all times
24 pertinent to this complaint(s) had his principal place of business for the practice of law
25 located in Clark County, Nevada.

2. Respondent engaged in acts of professional misconduct warranting the imposition of professional discipline as set forth below.

Case OBC19-1270

3. Gary Coleman (Coleman), a Lyft/Uber driver, retained Respondent to represent him on a failure to yield ticket and a speeding ticket.

4. Coleman paid Respondent \$425.00 for the retainer which included money to pay the fines for both tickets.

5. On October 10, 2017, Respondent appeared at the attorney session for both matters and entered a plea of not guilty for each ticket. A pretrial hearing was set on December 8, 2017, at 1:30 pm.

6. On October 18, 2017, Coleman emailed Respondent about the status of his case. In response, Coleman received a call from Alison Perelman (Respondent's office manager), in which she informed him the matter was "reset" to December 8th. Perelman also told Coleman this process was normal.

7. On December 8, 2017, Respondent appeared at the attorney session and entered guilty pleas to an amended charge of illegal parking on each ticket. Fines were assessed as \$198.00 for the failure to yield ticket and \$148.00 on the speeding ticket.

8. Respondent failed to inform Coleman of the resolution of each ticket.

9. In March 2018, the Las Vegas Justice Court sent Coleman a late notice for failure to pay fines.

10. On April 26, 2018, warrants were issued against Coleman for failure to pay fines.

11. On April 28, 2018, Coleman was pulled over by Las Vegas Metropolitan Police (LVMPD) while he was on his way to pick up a customer. LVMPD advised him that he had two warrants out for his arrest for failure to pay traffic tickets. Coleman had to

1 cancel the ride for his customer. LVMPD advised Colman not to drive and to contact his
2 attorney.

3 12. Coleman contacted Respondent's office and was advised by Perelman that
4 the warrants had been lifted but that he should not drive until the court hearing on May
5 8, 2018. Coleman lost wages because he could not work.

6 13. On May 8, 2018, minutes show that the Court waived the \$150.00 bench
7 warrant fees on each ticket. Minutes also show that guilty pleas to Illegal Parking were re-
8 entered and fines assessed of \$198 and \$200 on each case, respectively.

9 14. On September 1, 2018, Coleman received a collection notice for the two
10 fines. He contacted Respondent's office immediately and was told to disregard the notice.

11 15. On September 6, 2018, additional warrants were issued on each case for
12 failure to pay.

13 16. On September 30, 2018, Coleman found out about the warrants after the
14 court notified him.

15 17. On October 1, 2018, Colman called Respondent's office. He was advised that
16 Respondent was already in court and a Motion to Quash the warrants would be filed the
17 following day.

18 18. On October 2, 2018, Respondent's office filed a motion to quash warrants
19 on behalf of Coleman.

20 19. Court minutes from October 3, 2018, show that the motion to quash was
21 approved in part, the warrant fees were reduced but not removed. The minutes are also
22 stamped "no more motions."

23 20. On October 4, 2018, Perelman emailed Coleman, apologized for the delay,
24 and informed him the office had filed a motion to quash warrants on his behalf.

25 21. On October 5, 2018, the court removed the tickets from collections and
recalled the warrants. Coleman was given 90 days to pay.

1 22. On January 3, 2019, Coleman checked the court website and noticed that no
2 activity occurred on the tickets for three months. The court minutes showed that the fines
3 had not been paid and the tickets were still open.

4 23. On January 4, 2019, Perelman emailed Coleman and said that the law office
5 would pay Coleman's fines no later than February 5, 2019. Perelman also said they would
6 inform him once the fines had been paid in full.

7 24. On March 7, 2019, the Court called Coleman and informed him that he had
8 a warrant for his arrest. Coleman emailed Perelman at 11:18 am asking "What the hell is
9 going on here?!" At 5:17 pm, Respondent sent Coleman a blank email which contained an
10 attachment of another Motion to Quash which was filed stamped at 2:45 on March 7,
11 2019. The motion language requested fees be removed because of "law office oversight."

12 25. The Court minutes show that the fines were reduced again but the total
13 owed was now \$298 (was \$198) on the failure to use due care and \$300 (was \$148) on
14 the speeding. Coleman was ordered to pay the fines within 90 days.

15 26. Respondent failed to pay the ticket fines as promised.

16 27. In June 2019, Coleman checked the website and noticed the tickets were
17 still outstanding. Coleman called Respondent again because he was concerned more
18 warrants would issue. Coleman was advised On June 19, 2019, Respondent again filed a
19 motion to quash the warrants.

20 28. On October 1, 2019, Coleman went to the court website and paid the tickets
21 himself (\$508 total).

22 29. Respondent failed to respond or provided a refund to Coleman.

23 30. On October 7, 2019, Coleman submitted his grievance to the bar.

24 31. On October 10, 2019, State Bar investigator, Dawn Meeks, sent a letter of
25 investigation via certified mail to Respondent at his SCR 79 address on Sandhill Road.

32. On October 22, 2019, the Bar received the certified mail green card which was signed by Perelman.

33. On October 28, 2019, Respondent emailed Ms. Meeks requesting an extension until November 5, 2019, because he had a lengthy hearing in Nye County

34. it would be taken care of by June 14, 2019. Once again, Respondent failed to pay the tickets.

35. On December 4, 2019, Ms. Meeks replied to Respondent's original email and attached a copy of the two letters that the Bar had mailed to him. His response was due December 9, 2019.

36. Respondent failed to respond or provide the Bar with any information regarding Coleman's grievance.

Case OBC20-0249

37. On February 14, 2020, Judge Nancy Allf, the presiding judge in Eighth Judicial District Court cases, Madsen v. Shaddix, Case No. A-20-808396-C and Madsen v. Shaddix, case No. A-20-808391-C, submitted a letter to the State Bar (SBN) asking the State Bar to review the listed civil cases and if deemed appropriate, to investigate.

38. On March 4, 2020, the SBN sent a letter of investigation via certified mail and regular mail to Respondent at his SCR 79 address listed as 6166 S. Sandhill Road Suite #146, Las Vegas, NV 89120.

39. Neither the return receipt card nor the regular mail was returned to SBN.

40. Respondent was asked to provide numerous items including but not limited to the retainer and intake paperwork for John Madsen, receipts and explanations for all payments received by Respondent from Madsen, invoices for fees and costs relating to John Madsen or MYCH 3-D, and reasons why Respondent did not file an answer or opposition in the Conetta v. Madsen, Case No. A-19-800160-C, lawsuit filed against

1 Madsen, and bank and account number for his trust account, and any other bank or
2 accounting records used to receive funds from Madsen.

3 41. Respondent's response was due March 20, 2020.

4 42. Respondent failed to respond.

5 43. On March 26, 2020, SBN investigator Dawn Meeks sent an email which
6 contained a letter to Respondent advising that his response was not received and should
7 he fail to respond the Disciplinary Board would be asked to consider additional charges of
8 RPC 8.1.

9 44. Respondent's response was due April 8, 2020.

10 45. On April 8, 2020, Respondent respond via email. However, he did not
11 provide any of the documents requested. He stated in his letter that he wished to have
12 additional time until April 16, 2020 to respond.

13 46. To date, these items have never been provided by Respondent.

14 **III. VIOLATIONS OF THE RULES OF PROFESSIONAL CONDUCT**

15 1. Respondent had a duty to act with reasonable diligence and promptness
16 pursuant to RPC 1.3 (Diligence). Respondent failed to perform the services that he was
17 retained to complete by not paying Gary Coleman's traffic tickets. Therefore Respondent
18 negligently violated RPC 1.3. Respondent's conduct resulted in warrants being issued for
19 Coleman's arrest, thereby subjecting Coleman to injury. Coleman was also injured
20 because he lost wages since he could not work as an Uber/Lyft driver while the warrants
21 were active.

22 2. Respondent had a duty to keep Coleman reasonably informed about his
23 case pursuant to RPC 1.4 (Communication). Respondent knowingly violated RPC 1.4 by
24 failing to comply with Coleman's request for status updates on his case. Coleman suffered
25 injury because he could not get updates on his case and aid in moving the case forward.

1 3. Pursuant to RPC 1.15 (Safekeeping), Respondent had a duty to promptly pay
2 the fines on traffic tickets after he received money from Coleman for that purpose.
3 Respondent knowingly violated RPC 1.15 by failing to pay the traffic ticket fines and not
4 returning those funds to Coleman. Respondent's conduct injured Coleman because he
5 had to pay monies twice to resolve the traffic tickets.

6 4. Pursuant to RPC 5.3 (Responsibilities regarding non-lawyer assistants,
7 Respondent had a duty to make reasonable efforts to ensure his non-lawyer assistant's
8 conduct was compatible with his professional obligations. Respondent negligently
9 violated RPC 5.3 when he allowed his non-lawyer assistant to conduct a legal consultation
10 regarding Coleman's traffic tickets without Respondent's presence. Respondent's conduct
11 injured the legal profession.

12 5. Pursuant to RPC 8.1 (Bar admission and Disciplinary matters), **two**
13 **counts**, Respondent had a duty to respond when the State Bar made request for
14 information regarding case OBC19-1270 and OBC20-0249, as set forth supra.
15 Respondent knowingly violated RPC 8.1 when he failed to respond in each case.
16 Respondent's conduct cause injury to the legal profession.

17 **IV. BASELINE ABA STANDARD FOR IMPOSING LAWYER SANCTIONS**

18 ABA Standard 4.42, the baseline is Suspension if a lawyer knowingly fails to
19 perform services for a client or engages in a pattern of neglect causing injury or potential
20 injury.

21 ABA Standard 7.2 – Suspension is generally appropriate when a lawyer knowingly
22 engages in conduct that is a violation of a duty owed as a professional and causes injury to
23 potential injury to a client, the public, or the legal system.

24 ///

25 ///

1 **V. AGGRAVATING AND MITIGATING FACTORS**

2 Aggravating factors that, pursuant to SCR 102.5(1), the parties find relevant to the
3 guilty plea and agreed upon stated form of discipline include:

4 1. Prior disciplinary record:

5 a) Letter of Private Reprimand dated 3/12/07 for RPC 5.5(1) for
6 engaging in UPL by practicing while CLE suspended and **RPC 8.1**
7 for failure to respond to SBN. Formal Hearing panel also ordered
8 him to pay \$1,000 fine, take 5 hours of CLE in law office
9 management and 5 CLE in ethics.

10 b) Public Reprimand dated 6/6/11 for RPC 1.3 (Diligence), RPC 1.4
11 (Communication) when he failed to promptly handle a DUI case and
12 **RPC 8.1** for failing to respond to SBN.

13 c) Public Reprimand dated 7/10/14 for RPC 1.4 for Shaddix notifying
14 the wrong person (who was not a client) that he had a criminal case
15 pending in LVJC and **RPC 8.1** for failing to respond to SBN.
16 *Notably, The Panel found that any future knowing failures to*
17 *respond to SBN resulting in a file going to a Screening Panel*
18 *without a response will result in the State Bar's recommendations*
19 *for a Formal Hearing and his suspension, irrespective of the*
20 *underlying allegations.*

21 2. A pattern of misconduct.

22 3. Multiple offenses.

23 4. Substantial experience in the law.

24 Mitigating factors that, pursuant to SCR 102.5(2), the parties find relevant to the
25 guilty plea and agreed upon stated form of discipline include:

 1. Absence of dishonest or selfish motive.

1 **VI. STATED FORM OF DISCIPLINE**

2 Pursuant to the Conditional Guilty Plea and Stipulation of Facts as set forth above,
3 Respondent agrees to the following:

4 1. Respondent agrees to accept a six-month-plus-one-day suspension stayed
5 for a period of eighteen (18) months, for violations of the Rules of Professional Conduct
6 more fully set forth above.

7 2. That as conditions of this Conditional Guilty Plea, during his probation
8 period, Respondent shall:

9 a) Pay restitution in the amount of \$3250.00 to Mr. Coleman.

10 b) Initiate and participate, at his own expense, in binding fee dispute
11 arbitration with Mr. Coleman within the first ninety (90) days of his
12 probation period.

13 c) That in addition to his annual CLE requirements, Respondent complete at
14 least 1.5 CLE credit hours related to diligence, 1.5 CLE credit hours related
15 to client communication, and 3 CLE credit hours related to duty to respond
16 to the State Bar.

17 d) That Respondent obtain a mentor, approved by the State Bar, for the
18 duration of his probation period and ensure that his mentor submits
19 quarterly reports to the State Bar. The quarterly reports should include
20 information regarding but not limited to reviews of Respondent's policies
21 and procedures for client communication, consultations, and client intake,
22 Respondent's case load, supervision of staff/assistants and general best
23 practices of operating a law firm.

24 e) That Respondent does not receive any new disciplinary cases during his
25 probation period that result in a screening panel recommending a letter of
reprimand or a formal hearing.

1 f) That Respondent promptly comply with any court orders issued in case(s)
2 Madsen v. Shaddix, Case No. A-20-808396-C and Madsen v. Shaddix, case
3 No. A-20-808391-C, currently pending in the Eighth Judicial District Court,
4 Clark County, State of Nevada.

5 3. Respondent shall pay costs, provided for in SCR 120, in the amount of
6 \$2,500, in each case, plus the cost of all disciplinary hearing in connection with these
7 cases, such as the Court Reporter's Appearance Fee and the transcript(s) of these
8 proceedings. Such payment shall be made no later than thirty (30) days after the
9 issuance of the Nevada Supreme Court's Order approving and accepting Respondent's
10 Plea.

11 **VII. CONDITIONAL APPROVAL AND AGREEMENT BY STATE BAR**

12 Conditional to Respondent's execution of the instant plea and final ratification of
13 the agreement at the hearing in this matter, the State Bar accepts the Plea and
14 recommends approval of the stated form of punishment by the Formal Hearing Panel,
15 and further agrees to:

16 1. Recommend the stated form of discipline as set forth *supra*.

17 **VIII. APPROVAL OF RESPONDENT**

18 Respondent certifies and acknowledges the following:


19 He has read the Conditional Guilty Plea in Exchange for a Stated Form of
20 Discipline and understands that by pleading guilty he admits the facts that support all
21 elements of the offenses.

22 He admits that he has had the opportunity to discuss the plea with counsel if he so
23 chooses and he fully understands the terms and conditions set forth herein and the
24 consequences of this plea, including that this plea resolves only State Bar case number(s)
25 OBC19-1270 and OBC20-0249 and not any other matters pending with, or grievances in
investigation by, the State Bar of Nevada.

1 He is signing this agreement voluntarily and is not acting under duress or coercion
2 or by virtue of any promises except as set forth herein.


3 He further understands a failure to fully adhere to any of the subject terms and
4 conditions of the instant plea shall constitute grounds upon which the State Bar may
5 directly seek relief from the Nevada Supreme Court or the Southern Nevada Disciplinary
6 Board for said noncompliance.

7 **DATED** this 15th day of January, 2021.

8
9 
Thomas Shaddix (Jan 15, 2021 10:40 PST)
THOMAS S. SHADDIX, ESQ.
10 Nevada Bar No. 7905
11 Respondent

12
13 **DATED** this 15th day of January, 2021.

14 **STATE BAR OF NEVADA**
15 Daniel M. Hooge, Bar Counsel

16
17 
Daniel Young (Jan 15, 2021 10:41 PST)
Daniel T. Young, Assistant Bar Counsel
18 Nevada Bar No. 11747
19 3100 W. Charleston Blvd, Suite 100
20 Las Vegas, Nevada 89102
(702)-382-2200
21 Attorney for State Bar of Nevada
22
23
24
25

CGP - Shaddix OBC19-1270 and OBC20-0892

Final Audit Report

2021-01-15

Created:	2021-01-14
By:	Kristi Faust (kristif@nvbar.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAzhi84sdEcUldHS8XQ5oGhpXL5jcr4pK

"CGP - Shaddix OBC19-1270 and OBC20-0892" History



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2021-01-15 - 6:40:54 PM GMT- IP address: 68.96.236.220



Document e-signed by Daniel Young (daniely@nvbar.org)

Signature Date: 2021-01-15 - 6:41:29 PM GMT - Time Source: server- IP address: 68.96.236.220



Agreement completed.

2021-01-15 - 6:41:29 PM GMT



Adobe Sign

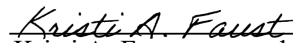
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CERTIFICATE OF SERVICE

The undersigned hereby certifies a true and correct copy of the foregoing
**CONDITIONAL GUILTY PLEA IN EXCHANGE FOR STATED FORM OF
DISCIPLINE** was deposited via electronic mail to:

1. Dawn Lozano, Esq. (Panel Chair): lozanolawlv@gmail.com
2. Thomas Shaddix, Esq. (Respondent): thomas@shaddixlaw.com;
3. Daniel T. Young, Esq. (Assistant Bar Counsel): daniely@nvbar.org

Dated this 15th day of January, 2021.



Kristi A. Faust, an employee
of the State Bar of Nevada

EXHIBIT 4

SBN Exhibit 3- Page 038

STATE BAR OF NEVADA

May 14, 2021

Via email only to shaddixts@ticketdefenders.net

Thomas Shaddix, Esq.
2550 E. Dessert Inn Rd., #181
Las Vegas, NV 89121

Re: Compliance with Order Approving Conditional Guilty Plea filed May 14, 2021
Probation File No. PR21-0540

Dear Mr. Shaddix:

I will be monitoring your compliance with the conditions set forth in the enclosed Nevada Supreme Court's Order filed May 14, 2021. Please direct all communication in this regard to my attention.

In summary, you have been suspended from the practice of law for six months and one day, with that suspension stayed for one year subject to the conditions identified below.

1. Pay \$3,250 in restitution to Mr. Coleman.
 - Proof of payment should be provided no later than May 14, 2022.
2. Initiate and participate in binding fee dispute arbitration with Mr. Coleman within the first 90 days of your probation.
 - Information on how to initiate a fee dispute can be found on the State Bar's website at www.nvbar.org/disputing-a-lawyers-fee.
3. In addition to your annual CLE requirements, take an additional 1.5 hours related to diligence, 1.5 hours related to client communication, and 3 hours related to your duty to respond to the State Bar.
 - Proof of your attendance should be reported directly to my attention no later than May 14, 2022, and not to the CLE Board.
 - All efforts should be made to attend CLEs as agreed. However, if you cannot find CLEs in the relevant subject matter, CLEs in ethics generally or law office management will be acceptable.
4. Obtain a mentor approved by the State Bar who agrees to provide quarterly reports as outlined in the Conditional Guilty Plea ("CGP").
 - Provide the name of your proposed mentor **no later than May 28, 2021**.
 - You will be required to meet with your mentor at least once per month to review the items outlined in the CGP.
 - Quarterly mentor reports will be due on August 14, 2021; November 14, 2021; February 14, 2022, and May 14, 2022.
 - A mentor agreement is attached to be signed and returned upon approval of your mentor.
5. Not receive any new disciplinary cases during your probation period that result in a screening panel recommending a letter of reprimand or formal hearing.



3100 W. Charleston Blvd.
Suite 100
Las Vegas, NV 89102
phone 702.382.2200
toll free 800.254.2797
fax 702.385.2878

9456 Double R Blvd., Ste. B
Reno, NV 89521-5977
phone 775.329.4100
fax 775.329.0522

www.nvbar.org

STATE BAR OF NEVADA

6. Comply with any court orders issued in the two district court cases identified in the CGP.
7. Pay the costs within 30 days.

You are solely responsible for complying with the deadlines and requirements of the Order. You must contact me ahead of time if for any reason you are unable to comply with any of the above-referenced conditions.

Please do not hesitate to contact me if you have any questions or concerns regarding this matter.

Sincerely,

Louise Watson

Louise Watson

Sr. Investigator/Program Manager

Office of Bar Counsel

Email: louisew@nvbar.org

Enclosure

From: [Louise Watson](#)
To: thomas@shaddixlaw.com
Subject: Probation
Date: Thursday, July 1, 2021 4:51:00 PM
Attachments: [2021-05-17 Initial Letter.pdf](#)
[Mentor Agreement.pdf](#)
[Quarterly Mentor Agreement Template.doc](#)

Mr. Shaddix,

Per our conversation, I have attached a copy of my initial letter and the draft mentor agreement. I have also attached a mentor report template. It doesn't have to be an affidavit, but should include the same basic information.

Also, as agreed, you can pay the costs owed to the State Bar in 4 monthly payments, with the first being due on July 15, 2021.

Sincerely,

Louise Watson
Legal Administrator
Office of Bar Counsel
Main: 702-382-2200
Direct: 702-317-1453
Fax: 702-382-8747
www.nvbar.org

The Office of Bar Counsel (OBC) is committed to fighting the outbreak of coronavirus (COVID-19). All OBC staff will work remotely for the immediate future. We will not receive physical mail on a regular basis. This may delay or adversely affect your matter with the OBC. We ask that you communicate through email to louisew@nvbar.org. Thank you for your patience and cooperation during this difficult time.

Notice of Confidentiality: The information transmitted is intended only for the person or entity to whom it is addressed and may contain confidential and/or privileged material. Any review, retransmission, dissemination or other use of, or taking any action in reliance upon, this information by anyone other than the intended recipient is not authorized.

STATE BAR OF NEVADA

August 24, 2021



Via Regular and Certified U.S. Mail: 7020 1810 0002 0425 1832

Thomas Shaddix, Esq.
2550 E. Desert Inn Rd. #181
Las Vegas, NV 89121

3100 W. Charleston Blvd.
Suite 100
Las Vegas, NV 89102
phone 702.382.2200
toll free 800.254.2797
fax 702.385.2878

9456 Double R Blvd., Ste. B
Reno, NV 89521-5977
phone 775.329.4100
fax 775.329.0522

Re: Compliance with Order Approving Conditional Guilty Plea filed May 14, 2021
Probation File No. PR 21-0540

www.nvbar.org

Dear Mr. Shaddix:

Pursuant to the above-referenced Supreme Court Order you have been suspended from the practice of law for six months and one day, with that suspension stayed for a year pending your compliance with certain conditions.

A letter was emailed to you on May 14, 2021, and again on July 1, 2021, providing you with information regarding your compliance with the Order. We also spoke on July 1, 2021, regarding your need to find a mentor, and your request for a payment plan to pay the costs of the hearing.

As of today, I have not received the name of your mentor or the first quarterly report that was due on August 15, 2021, nor have you paid the first monthly installment toward costs which we agreed would be due on July 15, 2021. Further, according to our records you have not initiated a fee dispute with Mr. Coleman within 90 days. As such it appears that you have violated at least one of the conditions of your stayed suspension.

If the State Bar does not receive information indicating how you have complied with the above-referenced conditions **on or before September 7, 2021**, then the matter will be referred to Bar Counsel to have a hearing panel appointed to address the breach.

Sincerely,

Louise Watson
Legal Administrator
Office of Bar Counsel
Direct: 702-317-1453
Email: louisew@nvbar.org

Enclosed

[FAQs >](#)[Track Another Package +](#)**Tracking Number:** 70201810000204251832[Remove X](#)

Your item was delivered to an individual at the address at 10:46 am on August 27, 2021 in LAS VEGAS, NV 89121.

Delivered, Left with Individual

August 27, 2021 at 10:46 am
LAS VEGAS, NV 89121

[Feedback](#)[Get Updates ✓](#)

Text & Email Updates

Tracking History**August 27, 2021, 10:46 am**

Delivered, Left with Individual

LAS VEGAS, NV 89121

Your item was delivered to an individual at the address at 10:46 am on August 27, 2021 in LAS VEGAS, NV 89121.

August 27, 2021, 8:31 am

Departed USPS Regional Facility

LAS VEGAS NV DISTRIBUTION CENTER

August 26, 2021, 9:50 pm

Arrived at USPS Regional Facility

LAS VEGAS NV DISTRIBUTION CENTER

Product Information



See Less

Can't find what you're looking for?

Go to our FAQs section to find answers to your tracking questions.

FAQs

Feedback

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CERTIFICATE OF SERVICE

The undersigned hereby certifies that on the 29th day of September 29, 2021, a copy of the foregoing Probation Violation Report in Case No. PR21-0540 was mailed via first class mail addressed to:

Thomas Shaddix, Esq.
2550 E. Desert Inn Rd., #181
Las Vegas, NV 89121

and via email to: shaddixts@ticketdefenders.net
thomas@shaddixlaw.com

Louise Watson

Louise Watson, an employee of
the State Bar of Nevada

From: [Louise Watson](#)
To: shaddixts@ticketdefenders.net
Subject: Compliance with Order Approving CGP filed May 14, 2021
Date: Friday, May 14, 2021 2:42:00 PM
Attachments: [2021.05.14_Intro Letter.pdf](#)
[2021.05.14_SC Order.pdf](#)
[Mentor Agreement.pdf](#)
Importance: High

Mr. Shaddix:

I will be monitoring your compliance with the terms of your stayed suspension pursuant to today's order issued by the Nevada Supreme Court. Please find attached correspondence in that regard. Please do not hesitate to contact me if you have any questions.

Sincerely,

Louise Watson
Sr. Investigator/Program Manager
Office of Bar Counsel
Main: 702-382-2200
Direct: 702-317-1453
Fax: 702-382-8747
www.nvbar.org

The Office of Bar Counsel (OBC) is committed to fighting the outbreak of coronavirus (COVID-19). All OBC staff will work remotely for the immediate future. We will not receive physical mail on a regular basis. This may delay or adversely affect your matter with the OBC. We ask that you communicate through email to louisew@nvbar.org. Thank you for your patience and cooperation during this difficult time.

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Bruce Hahn

From: Microsoft Outlook
To: shaddixts@ticketdefenders.net
Sent: Friday, May 14, 2021 2:43 PM
Subject: Relayed: Compliance with Order Approving CGP filed May 14, 2021

Delivery to these recipients or groups is complete, but no delivery notification was sent by the destination server:

shaddixts@ticketdefenders.net (shaddixts@ticketdefenders.net)

Subject: Compliance with Order Approving CGP filed May 14, 2021

U.S. Postal Service™
CERTIFIED MAIL® RECEIPT
 Domestic Mail Only

For delivery information, visit our website at www.usps.com®.

OFFICIAL USE

Certified Mail Fee \$
 Extra Services & Fees (check box, add fee as appropriate)
☐ Return Receipt (hardcopy) \$
☐ Return Receipt (electronic) \$
☐ Certified Mail Restricted Delivery \$
☐ Adult Signature Required \$
☐ Adult Signature Restricted Delivery \$

8/24/21
 Brea...
 Postmark Here
 PR21-0540

Thom... Shaddix, Esq.
 2550 E. Desert Inn Rd., #181
 Las Vegas, NV 89121

PS Form 3800, April 2015 PSN 7530-02-000-9047 See Reverse for Instructions

SENDER: COMPLETE THIS SECTION

Complete items 1, 2, and 3.
 Print your name and address on the reverse so that we can return the card to you.
 Attach this card to the back of the mailpiece, on the front if space permits.
 Article Addressed to:

Thomas Shaddix, Esq.
 2550 E. Desert Inn Rd., #181
 Las Vegas, NV 89121

20 1810 0002 0425 1832

COMPLETE THIS SECTION ON DELIVERY

A. Signature ☐ Agent
☒ Addressee

B. Received by (Printed Name) C. Date of Delivery

D. Is delivery address different from item 1? ☐ Yes
 If YES, enter delivery address below: ☐ No

3. Service Type
☐ Adult Signature
☐ Adult Signature Restricted Delivery
☒ Certified Mail®
☐ Certified Mail Restricted Delivery
☐ Collect on Delivery
☐ Collect on Delivery Restricted Delivery
☐ Insured Mail
☐ Insured Mail Restricted Delivery (over \$500)

☐ Priority Mail Express®
☐ Registered Mail™
☐ Registered Mail Restricted Delivery
☒ Signature Confirmation™
☐ Signature Confirmation Restricted Delivery

Form 3811, July 2020 PSN 7530-02-000-9053 PR21-0540 8/24/21 Brea... Domestic Return Receipt

PROBATION CHECKLIST

☐ **DISCIPLINE**

PROBATION MONITOR: Louise Watson

ATTORNEY: Thomas Shaddix

BAR NO.: 7905

DATE OF ORDER/PLEADING: 5/14/2021

LENGTH: 18 months (5/14/2021-11/14/2022)

Order Approving CGP in Case No. 82632 (6mth + 1 day SS stayed for 18 mths)

MENTOR/SPONSOR INFO: TBD

DOCTOR INFO: N/A

LETTER ESTABLISHING TERMS MAILED: 5/14/2021 via email

CONDITIONS & TERMS

a.	Pay \$3250 in restitution to client in traffic matter (OBC19-1270/Gary Coleman)
b.	Engage in binding fee dispute resolution with the client at his own expense within the first 90 days of his probation
c.	In addition to annual CLE requirement, complete 1.5 hours in education in diligence, 1.5 hours in communication, 3 hours in CLE regarding duty to respond to SBN
d.	Obtain a mentor, approved by SBN, and have mentor submit quarterly reports confirming review of Respondent's policies and procedures for client communication, consultations and client intake, Respondent's case load, supervision of staff/assistants and general best practices of operating a law firm.
e.	Not receive any new disciplinary cases during his probation period that result in a screening panel recommending a LOR or FH
f.	Promptly comply with any court orders issued in the two district court cases identified in the CGP (<i>Madsen v. Shaddix</i> A-20-808396-C and <i>Madsen v. Shaddix</i> A-20-808391-C)
g.	Pay costs within 30 days

Quarterly Mentor Reports Due:

8/14/21

11/14/21

2/14/22

5/14/22

8/14/21

11/14/21

MENTORING AGREEMENT

THIS MENTORING AGREEMENT (Agreement) is entered into among and between Thomas S. Shaddix, Esq. (Respondent), the State Bar of Nevada (State Bar) and _____, Esq. (Mentor), pursuant to the Nevada Supreme Court's Order Approving Conditional Guilty Plea (Order) filed May 14, 2021.

1. **Purpose.** It is agreed by and between the parties that Mentor will serve as mentor during Respondent's probation to assist the Office of Bar Counsel in monitoring the conditions set forth in the Order.

2. **Duration.** The Agreement shall remain in effect from the date of execution through May 14, 2022.

3. **Duties of Respondent.**

- a. Respondent shall meet with Mentor at least once per month.
- b. Respondent shall ensure that his mentor submits quarterly reports to the Office of Bar Counsel that confirms the dates of the monthly meetings and includes information regarding but not limited to reviews of his policies and procedures for client communication, consultations and client intake; his caseload; supervision of staff/assistants; and general best practices of operating a law firm.
- c. Quarterly reports are due no later than August 14, 2021; November 14, 2021; February 14, 2022; and May 14, 2022.

4. **Duties of Mentor.**

- a. Mentor will meet with Respondent at least once per month.
- b. Mentor shall submit quarterly reports to the Office of Bar Counsel that confirms the dates of the monthly meetings and includes information

Acknowledgment and Consent:

Respondent has read the terms and conditions of this Agreement and understands the Agreement in its entirety.

DATED this ____ day of _____, 2021.

By: _____ Thomas S. Shaddix, Esq.
Nevada Bar No. 7905
Respondent

Approval of Mentor:

Mentor has read the terms and conditions of this Agreement and agrees to act as Mentor as
described herein.

DATED this ____ day of _____, 2021.

By: _____

Esq.
Nevada Bar No. _____
Mentor

Approval of Bar Counsel

Bar Counsel hereby approves of the Mentor to this Agreement and the terms and conditions herein.

DATED this ____ day of _____, 2021.

STATE BAR OF NEVADA

Daniel M. Hooge,
Bar Counsel
Bar No. 10620

SAMPLE

QUARTERLY AFFIDAVIT OF COMPLIANCE WITH CONDITIONS OF DIVERSION/ MENTOR PROGRAM OR PROBATION

FOR * NAME*, NEVADA BAR NO. XXXX

FOR THE PERIOD OF _____, 20XX THROUGH _____, 20XX

STATE OF NEVADA }
COUNTY OF CLARK } ss.

_____, being first duly sworn, deposes and states as follows:

1. My name is _____. I am over the age of eighteen and competent to make this affidavit. I have personal knowledge of the facts and information set forth in this affidavit and, if called as a witness, could competently testify thereto.

2. This will confirm I have mentored "name" for the above-referenced period in accordance with his Mentoring Agreement having met with Respondent on XXXXXXXXXX and XXXXX during the reporting period.

3. During our meetings we discussed XXXXX (caseload, client communication, work/life balance, supervision of non-attorneys, trust account management, etc.)

4. This will confirm that during this reporting period I have identified/not identified any issues with *name's* practice and he/she is/not in compliance with the terms of the Mentoring Agreement because XXXXX.

DATED this ___ day of _____, 20XX.

Your Name

SUBSCRIBED AND SWORN TO
before me this ___ day of _____, 20XX.

NOTARY PUBLIC

DATE: 10/19/2021 NEVADA BOARD OF CONTINUING LEGAL EDUCATION
 TIME: 12:42:10 ATTORNEY CREDITS REPORT

PAGE: 1
 USER ID: jwilliam
 REPORT: law_tak

SORT BY : LAWYER ID, COURSE DATE
 CRITERIA: LAWYER ID = 7905, COURSE DATE = >123118

LAWYER: 7905, Shaddix, Thomas S.

PROV ID	COURSE NAME	HOURS	TYPE	TAKEN DATE
1108	HOW MENTAL HEALTH ISSUES AFFECT THE PROFESSION	2.00	Sub	07/14/2021*
7153	ETHICALLY KEEPING YOUR CLIENTS TRUST EVEN WHEN THINGS GO WRONG	1.00	Eth	07/14/2021*
7153	ETHICAL & PRACTICAL CONSIDERATIONS OF ENGAGING LOCAL CO-COUNSEL	1.00	Eth	07/14/2021*
7153	SUBSTANCE ABUSE FOR LAWYERS	1.00	Sub	07/14/2021*
7153	NOT A BLANK CHECK: MANAGING & LITIGATING COST PLUS A FEE CONSTRUCTION CONTRACTS	1.00	Gen	07/14/2021*
7153	INTRODUCTION TO MUSIC CLEARANCES	1.00	Gen	07/14/2021*
7153	BASIC CONSIDERATIONS OF AN ASSESSMENT OF AN OIL & GAS LEASE	1.50	Gen	07/14/2021*
75	2021 REINSTATEMENT (13G, 4E, 3S)	-4.00	Eth	07/14/2021*
		-13.00	Gen	
		-3.00	Sub	
7153	COPYRIGHT FOR ARTISTS	1.50	Gen	07/13/2021*
1108	NAVIGATING POLICE & CITIZEN ENCOUNTERS	2.00	Gen	07/13/2021*
1108	WHEN ATTORNEYS WRONGDOINGS RISE TO ETHICS VIOLATIONS	2.00	Eth	07/13/2021*
1108	MASTERING JURY SELECTION	2.00	Gen	07/13/2021*
1108	DOMESTIC VIOLENCE & DIVORCE	2.00	Gen	07/12/2021*
1108	PREVENTING SUBSTANCE ABUSE & SUICIDE IN THE LEGAL PROFESSION	1.50	Sub	07/12/2021*
1108	CRUCIAL SOFT SKILLS FOR THE SUCCESSFUL ATTORNEY	1.50	Gen	07/12/2021*
1108	CURRENT TRENDS IN LEGAL TECHNOLOGY	2.00	Gen	07/12/2021*
7581	PRACTICAL APPROACH TO CRIMINAL RECORD SEALING CLE	2.00	Gen	06/25/2020
1108	THINK LIKE A LAWYER: COMMUNICATE LIKE A BROADCAST JOURNALIST	1.50	Gen	12/31/2019*
1108	PRACTICAL TIPS FOR DRAFTING CONTRACTS	1.00	Gen	12/31/2019*
1108	WHAT DO I SAY? EFFECTIVE DEPOSITION PREPARATION	1.00	Gen	12/31/2019*
1108	VOIR DIRE: CHOOSING THE RIGHT JURY	1.50	Gen	12/31/2019*
1108	COVENANTS NOT TO COMPETE	1.50	Gen	12/31/2019*
1108	CAUSE & EFFECT: SUBSTANCE ABUSE & ATTORNEYS	1.00	Sub	12/31/2019*
1108	HOW TO SOLVE LEGAL ETHICS PROBLEMS	2.00	Eth	12/31/2019*
1108	UNDERSTANDING DISCOVERY IN THE SOCIAL MEDIA AGE	1.00	Gen	12/31/2019*
1108	BIAS IN THE LEGAL PROFESSION: HOW TO IDENTIFY, AVOID & ELIMINATE IT	1.00	Eth	12/31/2019*
1108	BREAKING DOWN A TRIAL	1.50	Gen	12/31/2019*

* INDICATES DISTANCE LEARNING CREDITS

29 RECORDS PROCESSED.